

Local Government Service

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AM I MY BROTHER'S KEEPER?

By S. LORD, F.S.A.A., F.S.S., Borough Treasurer, Acton; President, National Association of Local Government Officers

IT has been my privilege during the past few months to attend many annual branch gatherings and as a result to make close acquaintance with local N.A.L.G.O. activities. I have been greatly impressed by the keenness displayed by the rank and file of the members in all that pertains to the work of our important association, and also by the wonderful amount of voluntary and sustained effort which is being exerted in N.A.L.G.O.'s cause wherever a local organisation exists.

It is extremely encouraging to find not only a great enthusiasm for our national organisation but a deepening sense of corporate responsibility amongst the members generally. There is a fine team spirit abroad which augurs well for the future of the Association, and my ambition is to witness the development from this spirit of a definite professional code of conduct.

AN ASSURANCE

Speaking broadly the local government officers of this country are assured of fair and reasonable treatment at the hands of the local authorities upon questions of remuneration and service conditions, but unfortunately reports are made to the Executive Council from time to time of distinctly ungenerous—almost degrading—conditions of service which are imposed or attempted to be imposed by individual local authorities. The fullest assistance has always been given by the National Executive Council through their main office and local staffs to the officers concerned, in most cases with quite satisfactory results, but occasionally an obstinate authority has proved impervious to logic and has persisted in its unreasonableness. It has always been N.A.L.G.O.'s policy to rely on the justice of its demands supported by the strongest available arguments and to refrain from anything in the nature of "direct action."

What further, then, can be done with those recalcitrant local authorities who are not amenable to reason? The remedy is to a large extent in our own hands. Quite recently one of these authorities, after long and protracted but abortive negotiations for improved scales of remuneration, advertised for a Deputy

Principal Officer at a salary very little higher than would be paid by a more enlightened authority for a foreman scavenger, and the post was filled by the appointment of an officer from another authority obviously much less concerned about his remuneration than about the opportunity afforded of using the vacant appointment as a stepping stone.

One is always anxious to encourage the man seeking advancement in his own profession and to acknowledge that experience gained under several authorities better enables him to occupy eventually one of the higher positions in the local government world, but some regard must be had to the general welfare of the service when seeking personal advancement. The position occupied by a local government officer is to-day one demanding an exceptional degree of efficiency, which can only be acquired by constant application to his duties and by hard and

continuous study. He should, therefore, cultivate a high sense of the importance of his work and consequently of his standard of value, and should refuse to accept any appointment where the salary offered is an inadequate recompense for the services rendered. Nalgo is now sufficiently powerful, containing as it does within its membership all those officers of local authorities who are worthy of consideration, to ensure, with the aid of the professional organisations, that appointments advertised at inadequate salaries shall not be filled by competent self-respecting individuals, and, in my view, the time is ripe for action in this direction.

PROFESSIONAL CONDUCT

It should not be difficult, in co-operation with the professional bodies interested, to prescribe a code of professional conduct and insist on its observance. I have sufficient confidence in the sound judgment of the leaders in the local government service to know that they would use a feature of this kind with discretion and fairness. There is a recognised standard of conduct attaching, e.g., to membership of the Law Society, the British Medical Association, the Royal Institute of British Architects, the Institution of Civil Engineers and the National Union of Teachers, and I am not prepared to admit that any one of these professions has a greater claim to such a code than the local government service, which is in essence a series of specialised professions. I am not visualising a standard of conduct which would be limited to the government of the attitude of an officer towards a local authority, but one which would also ensure a recognition by the officer of his obligations to his brother officers by inducing a fine spirit of comradeship, and integrity and efficiency in his official duties.

The New Year is pregnant with possibilities for our association, and I am confident that action in the direction indicated would be progress of a definite character. I feel that it is possible of early achievement and if achieved would advantage both the local government officer and the cause of local government generally.

RATION ALLOWANCES SEQUEL

In the August, 1931, issue of LOCAL GOVERNMENT SERVICE, the details were published of the settlement of the action by N.A.L.G.O. against the South Shields Corporation in connection with the decision of the Corporation to reduce the ration allowances of the transferred Poor Law Officers employed in the Harton Institution.

The employees of the Harton Institution have not been slow to acknowledge, in tangible form, their gratitude to the Association for the assistance which was given to them during their hour of need. They decided to make a donation of approximately 10 per cent. of the arrears due to them since October 21, 1930, to the Benevolent and Orphan Fund and, in consequence, a sum of £40 was handed to the fund recently.

It is difficult to express in words to the officers of the Harton Institution the thanks of the National Executive Council and the Committee of Management of the Benevolent and Orphan Fund for their generosity.

THE PROGRESS OF LOGOMIA

ONE OF N.A.L.G.O.'S LATEST ACTIVITIES

IN the year 1890, Logomia, under the title of "The Poor Law and Local Government Officers' Mutual Insurance Association, Limited," was promoted by the National Poor Law Officers' Association, Incorporated.

At that time, the vast majority of Local Government and Poor Law officers who, by the terms of their appointment were required to give security for their fidelity, had themselves to obtain guarantee bonds and pay the premium, and in those days the premium rates charged by the insurance companies were very heavy; premiums of from £1 10s. to £2 per cent, being quite common.

Logomia was established on mutual principles for the sole benefit of public officials by providing them with the means of combining together for the issue of guarantee bonds on their behalf at the lowest possible cost. It was conducted by officers for officers. From the commencement of its operations very low rates of premium were charged, and, as its experience proved the smallness of the risk involved owing to the general high probity of the service, those already very low rates have been reduced from time to time. It was not only the members of the Association who benefited by these reductions, because thousands of other officials had the advantage of reductions in premium rates which the other insurance companies had to make to meet the Association's competition.

FIDELITY BONDS

In recent years, the practice in regard to the issue of fidelity bonds has been steadily changing, until to-day the bulk of Local Government officers are guaranteed under collective policies, the premium for which is paid by the employing authority.

Logomia has, of course, moved with the times. At an early date it commenced to issue collective fidelity guaranteed policies and it was the first insurance office to issue a collective policy under which the holders of the offices for the time being (instead of named officials) are guaranteed. This form of policy is of very great advantage to a large authority, where changes in the personnel of the staff take place frequently.

In spite of the very low premiums charged by Logomia for fidelity guarantee insurance, it has built up out of that class of business a large fund. The growth of its total funds will give an indication of the Association's progress. In 1910, at the end of the first ten years of its

existence, the funds amounted to £17,005. Ten years later they were £38,243. In 1920 they had reached £60,671. At the beginning of 1927, the year in which Logomia extended the scope of its operations by undertaking Life, Fire, and Householder's Comprehensive Insurances, the total funds amounted to £79,319, and, consequently, it was then able to make the deposits of £40,000 with the Supreme Court which have to be made before those classes of insurance can be undertaken without having to ask the members to subscribe further share capital.

TRIENNIAL BONUS

Besides building up such large funds out of its fidelity guarantee business, the Association has for many years made triennial bonus distributions to the members at a rate equal to 5 per cent. per annum, the bonuses being given in the form of additions to the shares held by the members. The share capital is made up of £1 shares on each of which a first call of 10s. is made. During the whole period of the forty years of the Association's existence, it has never been necessary to ask the members for a second call on the shares. The maximum number of shares which an individual member may hold is 200.

In 1930 a great and important change was made. When in April of that year the National Poor Law Officers' Association was amalgamated with N.A.L.G.O., Logomia became one of N.A.L.G.O.'s activities. Three members of the National Executive Council of N.A.L.G.O. were then added to Logomia's Board of Management and at the present time five members of the National Executive Council are on the Board.

Shares in Logomia are now issued only to (1) members of N.A.L.G.O. and (2) existing holders of shares and, in due course, this must result in all the shares being held by N.A.L.G.O. members, who will then both control and own Logomia. In future the annual meetings of Logomia will be held in the same town and during the same week-end as the annual conference of N.A.L.G.O. is held.

Following the inclusion of Logomia in N.A.L.G.O.'s activities, the Life Fund of the Nalgo Provident Society was amalgamated with the Life Fund of Logomia. To-day the combined Life Fund amounts to £50,000, whilst in addition there is the £20,000 Life Assurance deposit with the High Court, and the total funds have increased to £140,000. Practically every Life or Endowment Policy-holder in the Prov-

ident Society has agreed to the transfer of his policy to Logomia, and each such policy-holder has had issued to him free one share in Logomia to entitle him to attend and vote at its annual meetings; and every person, unless he is already a shareholder, who takes out a Life or Endowment Policy with Logomia also has allotted to him free one share, with the same object. Although Life Assurance business, which is also carried on on mutual principles, was commenced only four years ago, in the case of Logomia, and only six years ago in the case of the Provident Society, there are now in force 1,600 Life and Endowment policies for a total amount of £280,000, for which the annual premium income is £16,000. The growth of the Life business, highly satisfactory though it has been hitherto, is now even more rapid. This, no doubt, is largely due to the bonus declaration of £2 per cent. made after the first valuation of the now combined Life Funds. It is confidently expected that in the future it will be possible to continue to declare bonuses of not less than that amount. This, in conjunction with the extremely low premium rates charged, makes the taking out of a Life or Endowment policy with Logomia a very attractive proposition for members of N.A.L.G.O. In this connection it should be borne in mind that the difference between Logomia's very low premium rates and the premiums charged by the other Life Offices is equivalent to an additional and substantial immediate bonus.

COMPREHENSIVE POLICIES

The Fire and Householder's Comprehensive business is also growing very rapidly. During the months of September and October no less than 212 Fire and Householder's Comprehensive policies, insuring property for a total amount of £117,000, have been issued to members of N.A.L.G.O. This is not surprising, seeing that under these policies N.A.L.G.O. members get as full cover as they can obtain anywhere else—actually the cover is greater than that given by most of the other insurance offices—and at rates of premium which are lower than those charged by any other office.

From the foregoing it will be seen that the members of N.A.L.G.O. have obtained in Logomia a very valuable insurance business, and the greater the use they make of that business by taking out Life, Endowment, Fire, Householder's Comprehensive and Fidelity Guarantee policies with Logomia, the greater will be the benefits they will receive in return.

TYPES OF LOCAL AUTHORITIES

MR. T. GRIFFITHS asked the Minister of Health the number of each of the following types of local authorities in England and Wales at the most recent date for which the information is available: County Councils (excluding the London County Council), County Borough Councils, Non-County Borough Councils, Urban District Councils, and Rural District Councils.

SIR H. YOUNG : On October 1, 1931, there were in England and Wales—

- 61 County Councils (excluding the London County Council),
- 93 County Borough Councils,
- 256 Non-county Borough Councils,
- 780 Urban District Councils, and
- 635 Rural District Councils acting for 643 rural districts.

HEADQUARTERS APPOINTMENT

DIVISIONAL ORGANISING SECRETARY

Applications are invited for the position of Divisional Organising Secretary. The salary will be in accordance with Grade C of the Association's Scale of Salaries (£400 per annum, rising by annual increments of £20 to a maximum of £500) and will be subject to a deduction of 5 per cent. towards the Staff Superannuation Fund.

Applicants must be of good address, capable public speakers, and possess good organising ability. Preference will be given to those applicants who have had experience in the local government service.

A list of duties and scale of travelling allowances can be obtained from me.

Applications, stating age, present employment, and qualifications, accompanied by copies of three recent testimonials, to be received by the undersigned not later than January 21, 1932.

By order of the Council.

L. HILL,
24 Abingdon Street, Westminster, S.W.1.
General Secretary.

RATING AND VALUATION OFFICERS

A meeting of the Metropolitan Students' Society of the Association of Rating and Valuation Officers was held at 24 Abingdon Street, S.W.1, on November 26. An interesting lecture was delivered by J. L. Milne, F.S.I., F.A.I., of Birmingham, on Public Utility Undertakings, the speaker describing the basis adopted in arriving at the rateable value of public utility undertakings.

Examples of the valuation of gas, water and electricity undertakings were given.

CHATS TO CHILDREN

MR. M. H. B. MASH, A.L.A., Borough Librarian, Burton-upon-Trent, is responsible for an innovation at Burton Juvenile Library, and "Chats to Children" are being given in the library every Tuesday and Thursday night. Over two hundred were present at the inaugural talk, which was given by the Mayor, Councillor Mary Goodger, J.P., who spoke on her duties. Mr. Mash has interested prominent Burton townspeople in the scheme, and talks are to be given by authorities on their various subjects.

NALGO DIARY 1932

There is still time to obtain a copy—order from your branch secretary or direct from Headquarters, enclosing 1s. 6d.

MUNICIPAL REVIEW AT MANCHESTER

N.A.L.G.O. AT PLAY

PACKED houses and an excellent "press" compensated the members of the Manchester Branch for the very commendable entertainment provided by them at the Lesser Free Trade Hall, Manchester, recently, when "Mayor's Nest," an original revue from a book written by Mr. A. P. Hutt, the editor of the officers' Guild Journal, was produced. As an entertainment it was irresistible. As one critic aptly put it: "It is one thing to give receipts for gas and argue about the accuracy of a demand for rates; it is another thing to have a night off and pillory themselves, their superiors, and all municipal institutions."

Every phase of Manchester's civic life was put in the pillory—the trams (a most hilarious scene), the municipal elections, the dialect drama, the parks, the airport, the

skits, various song-and-dance scenes, and a few sketches. The big laughter piece was "Travel in Comfort," a tram-car scene in which Mr. D. W. Kennedy, as a comic tramguard, put over nearly every tramguard joke known to history. A very clever deception was worked in a parks

Fields. It turned out, however, to be a representation of "the hero who went to prison for Sunday games," otherwise Mr. George Hall.

The big successes of the production were as follows:—Dr. J. S. Taylor and Mr. S. Harrower,

who both provided jazz and light music numbers of professional brilliance (orchestrated by Mr. W. Forster); the very excellent orchestra, conducted by Mr. T. Locke; Mr. H. Cotton, who wrote two excellent sketches; Mr. T. M.

Kershaw, who also had a hand in the book and was a pillar of strength in the acting; Miss Mae Perkin and Mr. A. W. James, who as a pair of eloping lovers kept us provided with enjoyable musical numbers; the troupe of extremely pretty dancing girls, and Miss M. S. Holiday, who directed it; and the male voice choir run by Mr. W. A. Stark.

Mr. Kennedy deserves a special word all on his own for he is a genuine discovery in the true line of Lancashire comics.



SCENES FROM "MAYOR'S NEST"

housing schemes and even the British Broadcasting Corporation.

The show was made up of various municipal

scene, where every detail was concentrated on making the audience think that the statue about to be unveiled was the Lincoln statue in Platt

Produced by Mr. Stanley Harrower, the show reflects the greatest credit on all concerned. Most of the scenery was home made.

THE SCHOOL SECRETARY

BY ARTHUR RIDGWAY

ONE of the many positions occupied by local government officers is that of the school secretary.

Throughout the country there are numerous secondary schools under the control of the various Education Committees. When the teaching staff of each school has been satisfactorily arranged there still remains the position of school secretary to be filled. This appointment is usually made by transferring one of the clerks from the local education office.

The business dealt with by the school office is of many-sided interest. Responsibility for the finance of the school rests

with the office. Fees must be collected and a transference of the cash made to the City Treasurer. Registration and the completion of the necessary Board of Education forms are matters for the consideration of the secretary; stationery requisites and other supplies are dealt with and the supervision of the cleaning staff is another duty of the secretary. Repairs to the building are also carefully supervised.

The secretary must keep well in touch with the various municipal departments, his business bringing him in contact with the Cash Office, Accounts Department, Surveyor's Department, and the Secondary Education Department.

One of the more important duties of the school office is that of dealing with the correspondence both of the headmaster and of the secretary. The headmaster of a large day secondary school is

a man of ever-growing civic importance. His correspondence, therefore, must necessarily be large and varied. The secretary must be well informed and needs a wide knowledge of men and matters if he is to cope satisfactorily with the business that presents itself.

Although, owing to pressure of work during term time, overtime is occasionally necessary, compensation is found in the long school vacations. The secretary's hours then need only be short and his own holidays are not inconsiderable.

Remuneration for the secretary's post is generally on the same scale as that of other municipal clerks, but, as the position is one of added responsibility, promotion to another grade is more easily obtained. A post such as this offers scope to the ambitious—appointments to boarding schools, or as Registrar in a University may easily follow.

SALARIES QUESTIONS

CIVIL SERVICE REMUNERATION

WHEN Mr. Neville Chamberlain, Chancellor of the Exchequer, met a deputation from the staff side of the Civil Service National Whitley Council on December 1, he said that the Government was vigorously engaged in examining the recommendations of the Royal Commission on the Civil Service. He saw no reason why discussion should not be opened with the staff through Whitley Council machinery at an early date and expressed the hope that it would be possible by March next to come to some mutually satisfactory arrangement. Mr. Chamberlain added that if no settlement was reached by then it might be assumed that the bonus payable for the six months from March 1 next would be assessed in accordance with the existing cost-of-living agreement, which would mean that the current rate of bonus would continue without deduction.

The Chancellor also stated that the Government looked on the reductions already made under the sliding scale as the Civil Service contribution to the general economy scheme.

It is understood that the representatives of the staff side indicated that it would not be possible to reach a settlement on salaries on the basis of the recommendations contained in the report of the Royal Commission.

SALARIES OF TEACHERS

In Circular 1413 of the Board of Education amplifying the decisions of the Government in regard to reductions in educational expenditure, the President of the Board indicated that he was anxious to secure the maintenance as far as is practicable of the full machinery of the Burnham Committees and stated that it would be open to the Committees to submit for consideration of the Board alternative proposals which, while securing to the Exchequer the same aggregate saving, would vary the relative share to be borne by individuals.

It will be remembered that prior to the national financial crisis negotiations on teachers' salaries through the Burnham committees had broken down, but since the issue of the Circular the committee has met and the following statement has been issued:—

"The Burnham Committees on the salaries of teachers in elementary, secondary and technical schools met on November 20 and decided not to submit for the consideration of the Board of Education any scheme of salary adjustments as suggested in paragraph 15 of Circular 1413. It was resolved that the provisions of Lord Burnham's Awards of 1925, as set out in the 1927 Burnham Reports, should continue in operation for a further period of one year ending on March 31, 1933. Notice to terminate the Awards in March, 1932, was given some time ago. In accordance with the Order in Council of October 1, the scales are subject to a deduction of 10 per cent. It was understood that the continuance of the scales is subject to the 'Grant Regulations of the Board of Education' not being further altered to the financial disadvantage of the Local Education Authorities."

The conclusion will require ratification by the bodies represented on the committees but there is every probability that those bodies will welcome the decision reported above.

OFFICIALS' SALARIES

The following appears in the *Schoolmaster* for December 10, 1931:—

"Administrative Officials' Cuts.—We note with satisfaction the success which has attended officials engaged in the administration of education in their efforts to avoid the full blast of the 10 per cent. cut which, at one stage, appeared to be in store for them. Generally speaking, they have escaped much more lightly than the teachers, and it would be idle to pretend that the latter are not feeling sore. The depth, as well as the widespread distribution, of the teachers' restiveness is evidenced by the numerous letters of protest which have reached Hamilton House as well as by correspondence in the Press. Nor have the wounded feelings of teachers been soothed by certain unfair and uncalled-for comparisons between the respective positions of administrative officials and teachers which have been made in the course of debates in local councils and in other places. But lest the attitude of teachers should be misunderstood it may be well to point out that their grievance is not that other public servants have not been cut as heavily as themselves. Quite the opposite is the case. They are prepared to congratulate their administrative colleagues on the more humane and equitable manner in which they have been treated. At the same time the more favourable treatment meted

out to those who administer education only serves to make those who teach still more acutely conscious of their own ill-usage, and to deepen their perplexity in the course of efforts to discover any lingering remnant of the principle of equality of sacrifice on which their own unfair cut was alleged to have been based."

This view of the position of administrative officers does not take into account the history of their remuneration during the war and post-war periods. Whilst the Burnham scales provided a standard applied nationally to teachers and put them on an improved basis, most of the local authorities withheld from their officers the proper standard of adjustment to the pre-war basis during the time of rising prices. Most of the local authorities in recent times have abolished the bonus and consolidated salaries, but in so doing very many perpetuated the injustice of under-payment, both in basic rate and cost-of-living adjustment, which then existed. It was the recognition of the very different circumstances which applied to officials which caused the Ministry of Health in Circular 1222 issued to local authorities to state: "The conditions of the local government service and the ranges of salary vary so materially that H.M. Government do not feel it practicable, even if it were desirable, for them to impose any hard and fast rule on local authorities in this matter . . . they think that each authority should discuss the situation with its officers with the object of ensuring that all may have an opportunity of sharing equitably in the sacrifice demanded by national need."

The majority of local government officers have in practice made more than their quota of sacrifice from 1914 onwards.

TEMPORARY DEDUCTIONS

The following correspondence has passed between the Ministry of Health and the British Medical Association on this subject:—

MINISTRY OF HEALTH,
WHITEHALL, S.W.1.
September 28, 1931.

DEAR DR. ANDERSON,

There were two points raised at my discussion with your Public Health Committee on September 18 on which I was to say something further.

The first was as to the bearing of the Askwith scales of salary on any reductions which may be made by local authorities in the salaries of medical officers. The Minister concurs in the view that such reductions should be regarded, for the present at any rate, as temporary, and that if and when new appointments have to be made, it should be made clear that the salary offered is less than the appropriate salary under the Askwith terms because of the present emergency. No doubt the best way to do this would be to state in the advertisement the appropriate unreduced salary and then that, for the present, the salary is subject to a reduction of so much or by such-and-such a percentage. Where a reduction of salary is proposed and the Minister's intervention is requisite, he would regard, as one of the factors for his consideration, the relation between the existing salary of the post and the appropriate salary under the Askwith terms.

As regards superannuation, the position in the case of reduced emoluments is left to be regulated by the existing acts applicable to the case, and the result is that the reduced and not the full emoluments will enter into calculation both for contributions and for superannuation.

Yours sincerely,
W. A. ROBINSON.

G. C. ANDERSON, F.R.C., M.D.,
British Medical Association.

BRITISH MEDICAL ASSOCIATION,
BRITISH MEDICAL ASSOCIATION HOUSE,
TAVISTOCK SQUARE, W.C.1.
September 29, 1931.

SIR, I have to acknowledge the receipt of your letter of September 28 relating to the application of economy measures of local authorities and their relation to the remuneration of medical officers of the public health service.

We readily agree that all such modifications in salary as are required to meet the local need should be described as "temporary deductions from" as contrasted with "permanent reduction of" the remuneration received.

Advertisements will be accepted for publication in the "British Medical Journal" on the terms defined in the memorandum of recommendations, subject to a temporary deduction if and where such has been agreed between the local authority and the officers concerned, whilst advertisements will not be entertained if proffered at a remuneration representing a permanent basic salary less than that defined in the scale.

Yours faithfully,
G. C. ANDERSON,
Deputy Medical Secretary,
Ministry of Health.

SALARIES OF PUBLIC HEALTH MEDICAL OFFICERS

In June last the British Medical Association called the attention of the Association of Municipal Corporations to a resolution passed by the Sunderland County Borough Council, as follows:

Resolved—That this council protests against—
1. The memorandum of recommendations as to salaries of whole-time public health officers issued on June 30 last as the result of a conference promoted by the British Medical Association and declines to recognise the same.

2. The action of the medical press in endeavouring to dictate to local authorities what salaries they shall pay to public health officers by selecting certain advertisements for publication and refusing to publish others.

3. The setting up of an advisory committee on salaries composed of seventeen members, eight of whom are nominated by the British Medical Association.

Sunderland Council communicated the terms of the resolution to the Councils of the Metropolitan and County Boroughs with the suggestion that they should pass similar resolutions.

The British Medical Association considered that the resolution showed a very inadequate appreciation of the real position and pointed out that the Conference referred to was not promoted by the British Medical Association but by the Ministry of Health and that the medical press was not endeavouring to dictate to local authorities as to salaries, but to keep a bargain into which, after full deliberation, the British Medical Association entered along with the bodies which represented the local authorities.

The General Purposes Committee of the Association of Municipal Corporations in their report reviewed the circumstances leading up to the Conference and the result of the negotiations; drew attention to the fact that the Sunderland Corporation was represented at two meetings at the Council of the Association and at the Annual General Meeting and expressed regret that the protests were not made earlier and at the action of circulating the resolution among other local authorities.

It is noted that the Council of the A.M.C. appointed the chairman of its General Purposes Committee, Alderman Sir Percival Bower, M.B.E., J.P., of Birmingham, to represent the Association on the Advisory Committee referred to in the resolution.

SALARIES OF HEALTH VISITORS

The Women Public Health Officers' Association convened a conference of representatives of institutions recognised by the Minister of Health for the training of Health Visitors at the Royal Sanitary Institute on November 20 last. The following appeared amongst other items on the agenda:—

3. Is the duty to refrain from applying for appointments at inadequate salaries sufficiently realised by qualified Health Visitors?

The following resolution was carried: "That this Conference of representatives of Institutions recognised by the Minister of Health for the training of Health Visitors, is of opinion that all students training as Health Visitors should be advised to refrain from applying for appointments at less than £200 a year as a minimum salary, and offers closer co-operation in this matter between the Training Institutions and the organisations representing qualified Health Visitors."

This with other resolutions has been forwarded to each of the recognised institutions, whether represented at the conference or not, asking for their support and the results are then to be communicated to the Ministry of Health and the Royal Sanitary Institute as the central examining body approved by the Minister.

SALARY DEDUCTIONS IN LOCAL GOVERNMENT

In the December, 1931, issue, page 314, a summary of the decisions reached by local authorities after consideration of Circular 1222 on national economy was given. The following brings up to date the figures so far as notifications had been received on December 16, 1931, and as notified to branches up to and including Supplementary List No. 6:—

England and Wales

Deductions made	..	..	—	228
No deductions	..	..	126	
No deductions at present	..	18	—	144
No action taken	..	..	65	
No action at present	..	..	9	74
Deferred or adjourned	..	..	—	56

In Scotland deductions have been reported under eighteen authorities.

INCOME TAX BY INSTALMENTS

The following correspondence has passed between the Central Office and the Ministry of Health:—

The Secretary,
Ministry of Health,
Whitehall, S.W.1.

December 11, 1931.

INCOME TAX.

Sir, The association has received from one of its branches a letter, as follows:—

"Consideration has been given to the question of the payment of the heavy first instalment of Income Tax on the 1st January next. It is observed that a number of large public companies are proposing a scheme whereby the payment is made by the employer, to be recovered from the employees over a period of six months by a system of deductions from salaries.

The question has been raised as to whether such a scheme could be put into operation by local authorities for the benefit of its officers, but it would appear that no right at present exists for such a step to be taken.

In view of the benefit which would accrue to the Exchequer by such a scheme it is undoubtedly desirable that an official ruling be obtained and I should be glad if you would be good enough to take any necessary steps to achieve this end."

If a scheme of the kind indicated above can be put into operation by a local authority it would certainly be of benefit to the Exchequer, particularly in cases where reductions in the officers' salaries have been made on the ground of national economy. Where substantial reductions have been made it seems very likely that a number of officers will find it impossible to pay the whole of the income tax due on January 1 next in time for it to be included in the revenue for the present national financial year.

I should be greatly obliged if you would let me know whether there is any objection to local authorities arranging for payment of income tax in the manner suggested.

If there is any legal objection, would it be possible for the Minister to approve the payment under the *Local Authorities (Expenses) Act, 1887*?

I should esteem it a favour if you would let me have an early reply.

I am, Sir,
Your obedient servant,
L. HILL.
General Secretary.

Ministry of Health,
Whitehall, S.W.1.
December 17, 1931.

The General Secretary, N.A.L.G.O.
24 Abingdon Street,
Westminster, S.W.1.

Sir,—I am directed by the Minister of Health to advert to your letter of the 11th instant and to state that he has already given the matter careful consideration in connection with the proposals of a local authority.

He has, however, no authority to determine the legality of the proposed scheme unless he is called upon to do so on an appeal against a decision of the District Auditor.

He may, however, say that he would not, for his own part, wish to raise objection to the arrangement mentioned.

If a local authority decides to give effect to the proposed arrangement and the Auditor considers it open to objection on legal grounds, it will be open to him to afford the local authority an opportunity of applying during the audit for sanction under the *Local Authorities (Expenses) Act, 1887*.

I am, Sir,
Your obedient servant,
A. N. C. SHELLEY.

NATIONAL EXECUTIVE COUNCIL

REFERENCES FROM THE ANNUAL CONFERENCE, 1931

THE following is a statement of the action taken by the National Executive Council in connection with the references from the Annual Conference held at Edinburgh during Whitsuntide, 1931:—

REFERENCE

"That in the interests of the Association generally, and in order that all present and future members of the Association should have the advantage of closer organising, social and propaganda activities, the N.E.C. do consider and report on the necessary amendment of Rule 55."

Decision of National Executive Council

The following report, embodying the existing principle of the organisation of branches has been approved by the National Executive Council; and existing principle of organisation in accordance with Rule 55 is endorsed:

- (a) That each member should obtain membership through the branch covering the local authority by which he is employed. The annual subscription should be paid to this branch and be included in the membership returns to Headquarters;
- (b) That branches which have scattered members in the geographical area of the branch should organise these members into sub-branches, allowing each sub-branch to have full scope on everything connected with N.A.L.G.O., excepting negotiations with the employing authority on service conditions and, for this purpose, give them adequate representation on the Executive Committee of the branch;
- (c) In the event of the members in these areas not being numerically strong enough to have a sub-branch, they should be organised by the branch and if desired attached by mutual agreement to the local branch of N.A.L.G.O. in the area where they are working for every other purpose than service conditions;
- (d) That the sub-branch or the ordinary branch of N.A.L.G.O. to which members may be attached as suggested in Nos. (b) and (c) should be allowed a proportion of the subscription which remains for local purposes on a basis to be agreed between the branch and the sub-branch of the branch to which they are attached.

REFERENCE

Rule 9—Scale of Subscriptions

"That the National Executive Council be instructed to introduce a scale of subscription at the rate of 5s. per annum for officers whose salaries from local government appointments do not exceed £52 per annum."

Decision of National Executive Council

At the July meeting of the Council, it was decided that the new scale of subscription should operate from May 1, 1931, in order that the collection of subscriptions might be facilitated by allowing for a full half-year's application of the new rate. As the effect of the resolution passed by the Conference will involve an amendment of the Rules, the National Executive Council decided to give notice of the following alteration to the Annual Conference, 1932:

Rule 9.—Delete the whole rule and substitute therefor the following new rule:—

- (a) Members shall pay a monthly subscription, except as provided in Rule 10, based on their total salary and bonus as follows:—

Salary and Bonus	Subscription
	s. d.
Not exceeding £52 p.a. . .	5 per month
Exceeding £52, but not exceeding £120 p.a. . .	10 "
Exceeding £120, but not exceeding £260 p.a. . .	1 3 "
Exceeding £260, but not exceeding £350 p.a. . .	1 8 "
Exceeding £350, but not exceeding £450 p.a. . .	2 1 "
Exceeding £450 p.a. . .	2 6 "

The basis of a member's subscription for the purposes of this rule shall be his total salary and bonus on the first day of each financial year of the branch; except in the case of a member joining after that date, when the basis for the then current year shall be his total salary and bonus on the first day of his membership.

Except in the case of a member whose total salary and bonus does not exceed £52 per annum, "salary" for the purposes of this rule shall be deemed to include emoluments.

- (b) Retired members shall pay a subscription of 5s. per annum.
- (c) Honorary members shall not be required to pay any entrance fee or subscription unless the Council otherwise direct.
- (d) The branch shall retain thirty-five per cent. of the total amount collected in subscriptions during each year.

REFERENCE

That the National Executive Council be requested to consider and, if deemed desirable, to take such steps as are necessary to provide for the amendments of the Local Government and Other Officers' Superannuation Act, 1922, to permit optional retirement at the age of 60 years, or any date between the ages of 60 and 65 years, or on completion of forty years' continuous service (dating from superannuation qualifying age).

Decision of National Executive Council

On the recommendation of the Law and Parliamentary Committee, the National Executive Council, at its July meeting, decided to ask the Minister of Health to include in any Bill to amend the Local Government and Other Officers' Superannuation Act, 1922, a provision to permit of optional retirement on the terms of the foregoing resolution.

CORRESPONDENCE NALGO FUNDS

SIR,—In these strenuous times everyone is asked to economise, and some of us have no choice in the matter where reductions in salaries are an accomplished fact, or are in the offing. It occurs to me, therefore, that the time is perfectly opportune for a reduction in contributions to the Nalgo organisation.

There is a huge sum of money piling up in the coffers of the Nalgo funds, and I must express my ignorance as to the ultimate need for this large surplus. I would propose that an immediate cut of 50 per cent. be made in the subscriptions to the Nalgo fund. For a man receiving £400 per annum a subscription of 25s. per year is surely excessive, and I fail to see the necessity for such large amounts to be transferred to the Nalgo fund.

I shall be glad to hear the views of other Nalgoites on this question, as I think the time has arrived when we must call a halt. I enclose my card, but for the moment would subscribe myself,

CAMERA PRINCIPIS.

P.S.—I should like to be enlightened as to the real intention for piling up such a large amount in the funds of Nalgo.

“HELP YOURSELF” RESULTS

100 Gifts for N.A.L.G.O.

The following is a list of persons who purchased “Help Yourself” Annuals through N.A.L.G.O. and who have been presented with gifts.

Unsolicited No.	Gift No.	Name	Branch	Gift
E.L. 486	49	Moore, Alice M.	Essex C.C.	Quart of Milk daily for one year
D.U. 122	72	McLuskie, Agnes	Dumbartonshire	Parcel of “King Oscar” tinned products
D.W. 339	72	Tate, H. T.	East Riding	Six bottles “Black Label” whisky
E.J. 1478	106	Glass, E. M.	Somerset C.C.	Piece of furniture value £5 5s.
E.K. 1656	115	Williams, W. H.	Lancaster	Tea set value £2 5s.
D.Y. 1495	117	Hudson, J. W.	Barrow	Hobbs “Oval” cricket bat, value £2 2s.
D.V. 362	147	English, Mrs. M.	Oxsted	Two sets Graves wine
D.Z. 1586	149	Sewell, F. W.	Isle of Thanet, Ramsgate	A “Girly” Frock
F.O. 410	191	Tillotson, Ruth	Norfolk C.C.	Turkey and bottle of port
D.U. 1636	227	Jones, W.	Barry	“Easiwork” cabinet, value £14
E.J. 1515	268	Evans, D.	Maesteg	Barrel of 100 Whistlers Natives with opener
E.O. 146	291	Gossage, L.	Bournemouth	Imperial Driver cricket bat
P.M. 1872	344	Burroughs, Miss	Gloucester	Suit length of superfine serge
E.C. 1925	363	Temple, E. H.	St. Pancras	Five-gallon drum of motor oil
I.C. 1521	402	Perry, N. E.	Port of London Authority	Lady’s hat, value £1 19s. 6d.
P.M. 1534	444	Robertson, Capt. L. G.	Woolwich	Twelve bottles dry sherry
E.B. 42	453	Shalders, W. T.	Barking	Twelve flasks cherry brandy
E.F. 497	472	Sutton, G.	Grimsey	Tin of milk weekly for one year
E.O. 1660	503	Taylor, A. E.	Sheffield	No. 32 pocket Kodak, value £3 15s.
D.V. 847	513	Quinton, C. L.	West Sussex	Week’s board residence at Droitwich
P.O. 1411	526	Wellington, M. M.	Sheffield	Five-gallon drum of motor oil
E.O. 1329	566	Armstead, W.	Rothwell & Ardsley	Twelve bottles of Burgundy
E.E. 222	574	Stanley, Miss C. L.	Manchester	Man’s shaving soap set
D.V. 1740	587	Phillips, R. L.	Poole	Quart of paint
E.C. 260	672	Donovan, J. T.	Newport	Quantity of Pears soap
E.M. 629	702	Gibb, C. V.	Bradford	Loud-speaker unit, value £1
D.X. 1921	705	Sykes, R. P.	Willesden	Six bottles of port
E.H. 1005	824	Clements, S.		Teas for 200 children or twelve yards of Pork sausages
D.Z. 147	844	Sinclair, C. E.	Norfolk C.C.	Loud-speaker unit
P.M. 1633	874	Hudson, Miss K.	Windsor	Quantity of Pears soap
P.N. 192	882	Webster, J.	Teddington	Fountain pen, value £1 1s.
D.V. 1364	887	T. Halksworth	Buckinghamshire	Box of fancy crackers, value £1 1s.
D.U. 1395	895	Warren, A. W. G.	Aberdare	10s hyacinth bulbs
E.L. 1099	904	Boston, G. N.	Norfolk	Bottle “Drambuie” liqueur with small notes on Scottish history
P.O. 1841	968	Meilson, J. J.	Widnes	Box Cornish sunshine apples
E.H. 905	983	Bourne, W.	Wembley	Four pounds New Zealand butter
E.C. 1781	1037	Scrivener, T. H.	Romford	Quantity of Pears soap
P.M. 85	1039	Hussell, Mr.	Hampshire	ditto
E.L. 1125	1087	Jordan, E. T. D.	Shoreditch	Fountain pen
E.B. 203	1101	Dilkins, J. M.	Shropshire	Jig-saw puzzle of 700 pieces
E.C. 745	1104	Obie, A. P. G.	Paddington	Gift, value £1 1s.
E.O. 1328	1126	Johnson, S.	Rothwell and Ardsley	Four pounds Australian currants, sultanas and raisins
E.C. 1282	1129	Collins, W. J.	Port of London Authority	Loud-speaker unit, value £1
E.F. 1065	1178	Smalley, G. E.	Lincoln	Fountain pen
E.K. 511	1210	Swinnerton, J.	Cheshire C.C.	Quantity of Pears soap and powder
D.W. 963	1234	Dyson, T.	Huddersfield	Irish ham
E.L. 1284	1284	Jagger, W.	Cambridgeshire	Fourteen pound “Bubbly Jock”
E.E. 698	1312	Wilcock, A. M.	Widnes	Loud-speaker unit, value £1
E.K. 60	1352	Higson, Mrs. F.	Bolton	Fountain pen
D.W. 1688	1391	Norton, Capt. H.	Hull	Pint tin of paint
E.G. 1849	1401	Holton, Miss	Staffordshire	Early-morning tea set
E.L. 1079	1403	Fiddes, J. E.	Norfolk	Case of port
D.V. 1079	1421	Taylor, W. J.	West Kent	Quantity of Pears soap and powder
D.X. 1690	1447	Keli, F. H.	Beverley	Fountain pen
E.B. 987	1470	Walden, E. H.	Sefton	Loud-speaker unit
E.K. 1762	1474	Schofield, Miss N.	Manchester	ditto
E.D. 868	1494	Williams, R. P.	Ruthin	Quart of paint and three brushes
E.K. 519	1533	Davenport, T.	Cheshire C.C.	Quantity of Pears soap and powder
E.F. 1721	1546	Taylor, F.	Nottingham	Case of six tea spoons
P.O. 768	1576	Chaffey, P. A.	Southampton	Pair of chickens
E.G. 1048	1592	Wagstaff, C. T.	Coventry	Fountain pen
E.F. 929	1598	Fowler, E. G.	Leicestershire	Turkey and some sausages
E.O. 839	1611	Evans, Mrs.	Bradford	Hamper containing Heinz varieties
D.Y. 194	1697	Jones, A.	Leeds	Real alabaster ash tray
E.K. 1863	1700	Ainstow, E.	Manchester	Cut glass and tortoiseshell powder jar
D.V. 1938	1734	Weeks, Mrs. J.	Salisbury	Household food chopper
E.L. 134	1743	Richardson, W.	Cambridgeshire	Chicken every Thursday during January, 1932
E.B. 451	1761	Mills, H.	Walsall	Two 7-bags self-raising flour
D.Z. 975	1775	Mitchell, J. A.	Northfleet	Attache case containing jams, pickles, etc.
P.N. 58	1776	Berry, Dr. R. B.	Gloucester	Attache case containing jams, pickles, etc.
E.G. 1744	1810	Pugh, A. C.	Staffordshire	Three household tins Paripan cleaner and polisher
P.N. 1663	1824	Hoare, Mr.	West Ham	Fountain pen
D.Y. 923	1829	Wilkinson, D.	West Riding	Fountain pen
D.V. 1625	1833	Fallick, G. J.	Portsmouth	Fountain pen
E.B. 1229	1905	Brown, Mrs.	Bromley	Case of furniture cream and floor polish
E.O. 1727	1944	Evans, Mr.	Sheffield	Fountain pen
D.Z. 425	1956	Lewis, E. G.	Kent C.C.	2-lb. box chocolates
E.M. 298	1967	Iles, W.	Monmouthshire	Carton household stationery
E.C. 413	1975	Brands, A. H.	London County Council	Two tins paint
D.W. 512	1981	Hartley, Miss N.	Harrow	Ditto
E.O. 620	1988	Vest, J. W.	Newcastle-on-Tyne	Dozen violets
E.O. 1321	1999	Turner, W. H.	Lothwell and Ardsley	Cup of coffee, biscuits for two, a walk over the common, back through the woods for lunch. Chairs in the orchard for forty winks, a game of putting golf. Farm-house tea, a game “Kum-back” tennis and a drink from the wishing well at Southborough.
D.W. 1016	2030	Capes, W. S.	Hull	Set of automatic anti-dazzle
E.D. 1220	2047	Tomlinson, J.	Southport	Aluminium saucepan, value 14s. 3d.
E.M. 1817	2056	Jones, Miss A. M.	Stroud	Presentation case and bread knife
E.O. 565	2053	Ferris, R. J.	Swindon	No. 56-R Value heater
D.Z. 119	2067	Townshend, S. G.	Norfolk	Dozen quarts champagne cider
D.V. 878	2084	Hall, C.	West Sussex	Child’s coat and hat, value £5 5s.
EN. 1023	2092	John, Miss B.	London	Two Hovis loaves weekly for six months
E.F. 1764	2094	Fenwick, Miss M.	Nottingham	Ditto
D.Y. 462	2100	Taylor, J.	Sheffield	Hamper “O.K.” table condiments
E.K. 1593	2109	Heswood, H.	Llandudno	Fountain pen
E.F. 1769	2102	Sheerman, Miss A. A.	Nottinghamshire	Pencil
E.M. 1648	2209	Taylor, Miss H.	Stroud	Lady’s jumper
E.D. 891	2210	Williams, J. L.	Leeds	Set of automatic anti-dazzle
D.Y. 206	2211	Minges, Miss G.	Shoreditch	Gas fire lighter and tubing
E.J. 1173	2273	Bales, Mrs. D.	South Shields	Day at private hotel in Kent, meals and a gift of pottery
D.X. 1295	2274	Smithwhite, H.		Leaf of bread thrice weekly for three months and 14 lb. of dog biscuits or dog food.

EXCEPTION FROM UNEMPLOYMENT INSURANCE

N.A.L.G.O. and the various associations of local authorities have been asked for their views upon the desirability of continuing the existing provisions of the Unemployment Insurance Acts in regard to the exception from insurance of local government officers.

The evidence of N.A.L.G.O. may be summarised as follows:—

- That in any amending legislation provision should be continued for the exception of local government officers.
- That such exception should operate uniformly throughout the service in respect of permanent employees on a national basis as the direct result of legislation, and not be subject to the certificate of the Minister upon individual applications from local authorities.
- That there is no reason to differentiate in the treatment of local government officers as compared with teachers and civil servants.

The evidence of the Association of Municipal Corporations is reprinted in its official organ, the *Municipal Review* for December, 1931, and definitely opposes the extension of the requirements to contribute to the Unemployment Insurance Fund to those classes for whom provision for exception already exists, i.e., police, teachers, and those employees of local authorities in respect of whom, or the application of the local authority, the Minister of Labour certifies that insurance under the Act is, in his opinion, unnecessary.

Grounds stated are that the employment in these cases is of such a permanent character that insurance against unemployment is not required, and it would impose a very unfair burden upon the employees to bring them into the scheme.

In practically all cases the employees contribute towards superannuation at the rate of 1s. in respect of every £ received, and “in addition to making this payment, most employees contribute to the funds of their trade unions and some make other payments.”

Contributions in respect of superannuation have to be made by the local authorities. “The result, therefore, of extending unemployment insurance to the excepted employments in the case of local authorities would in many cases be to add largely to the burden borne by the ratepayers. So far as is known, the only reason for including the excepted persons in the scheme is that the insurance fund is insufficient to defray the expenditure charged on it, but that, it is submitted, would be no justification for the extension.”

It will be seen, therefore, that whilst the Association of Municipal Corporations has presented its view as to the advisability of continuing the existing provisions for exception, the N.A.L.G.O. has gone a stage further and recommended that in the case of local government officers, the certificate of the Minister should not continue to be a requirement, but that officers as a class should be excepted from insurance in the same way as permanent civil servants, police and teachers.

TO NON-MEMBERS

The following is an extract from the November issue of “At your Service,” the bright little journal of the Devon County Council Staff Association: “The necessity of maintaining our organisation is urgent. We must strive harder than ever before to obtain a full membership. We hear of a few hardy souls, who strengthened by the benefits given them by Mother Nalgo, feel able to cast themselves from her protecting care, and adventure along by their little selves. On any such we would once again urge the necessity of maintaining our unity. Benefits gained must be preserved, and others sought for.”

“Each member should, therefore, not only renew his own subscription, but endeavour to persuade the few members of the staff who are outside the Association to join up with us.”

RELATIONS BETWEEN OFFICIAL, COUNCIL AND COMMITTEES

By A. PATERSON, Assessor's Dept., Glasgow

Below we print the third of a series of essays submitted in the recent N.A.L.G.O. Summer School Essay Competition. Mr. Paterson's essay, like those of Mr. Hunt and Mr. Cockfield, printed in earlier issues, was commended by Sir Arthur Robinson, who adjudicated.

THIS subject raises questions of some difficulty and delicacy for an official. If his contribution is to be taken seriously it must be wide and general in its terms, but not so wide as to be platitudinous, nor so general as to have no practical application. This is a topic on which every experienced official has formed views, which, by discretion and the traditions of the service alike, he prefers not to discuss in public.

The local government service is a living, changing organism in process of readjustment. The powers and duties of local bodies have just been rearranged. Since 1918 we have seen great changes in the franchise. New groups of the citizens are being elected to membership. Since last year, councillors and officials of wide experience in smaller authorities have had to adapt themselves to large-scale administration.

The great variety of the duties entrusted to local authorities entails the employment of officials selected from many professions, each with some sort of code of professional training and procedure. The official must adjust his professional code to the exigencies of the public service. His success or failure as an official depends to some extent on the adaptability he displays in making this adjustment. The human element is at least as important as Local Government Acts on the one hand, or professional rule on the other.

PROVEN BY TRIAL

The importance of the human element in this subject throws us back on the study of the cases where difficulty has emerged unsolved. This is a hazardous business. Nevertheless, it would be unwise to neglect entirely the study of what has been proved by trial and error to be the wrong basis.

Canvassing and the methods by which councils generally proceed in appointing officials have frequently been the subject of criticism by disappointed applicants. Sometimes a man of academic qualifications is passed over for one of greater "push." This seems unavoidable and to some extent preferable. Most large local authorities nowadays stipulate for certain minimum educational standards amongst their officials. The official who will be preferred amongst the number of the qualified will be the one who can demonstrate the additional qualification of a forceful yet tactful personality and an ability to explain his viewpoint to a councillor in an agreeable manner. Occasionally, of course, a showy charlatan may be appointed, but it has been wisely pointed out that whilst efficiency is an important factor in local government, it is not the primary factor. The primary factor is that it should be administered according to the will of the people as declared by their representatives. In subscribing to this elementary principle I do not suggest that salaries and conditions of service of individual officials are, in all circumstances, suitable subjects for public debate.

In most large local bodies there is personal contact between members and the senior officials only; that is, the heads of departments and their principal assistants. Desirable as this may be, it presents a problem to the ambitious junior official in a large department. He may imagine that by departmentalism and sub-departmentalism he is a minute cog performing routine work, faced with stagnation and surrounded by pedestrianism. His future is at the whim of the head of the department—a fellow servant of the council. To whom may he turn for aid if he is dissatisfied? If he applies direct to the council or committee or an individual member, his conduct may be regarded as subversive of

discipline. Attempts to deal with this question have been made by various councils which have appointed joint committees consisting of equal number of members and officials, as the vehicle of communication between the staff and the council. The problem is equally difficult for the chief official, for interference with his staffing recommendations may be tantamount to a vote of no confidence. This question is interlocked with the larger one which faces every chief official—how far can he delegate without loss of control? In fairness, if he is to have responsibility for control he ought to have the power of selection and delegation. If he is wise he will delegate sufficiently to leave himself time for control. The more absolute his power, the more is it in danger of being suddenly subverted or quietly usurped.

The place of the official is mainly behind the

study closely the local government machine as a whole, with, of course, particular reference to his own department. He may be technically brilliant in his profession, but it is at least as important that he should be a shrewd judge and critic of the subordinates to whom, in a large undertaking, he will be compelled to delegate most of his statutory duties.

If his department is sufficiently large, his whole day may frequently be taken up in delegating duties, checking how they have been performed and tabulating the result for submission to his committee. In obtaining an appointment, technical qualifications may be and sometimes are of paramount importance. In filling an appointment successfully, what tells most in an officials' favour is a knowledge of committees and their procedure.

The official who is proficient in the technique of his profession, who by his accessibility establishes confidence with his committee, who keeps his finger on the pulse of his department so that he is able at any moment to give an account of it in committee, is likely to find things going smoothly. Trouble, however, may arise from an over-trustful committee and especially from an over-trustful chairman. Control in all but form can easily fall into the hands of the official and if reaction comes he may find that what he has done in good faith is severely criticised. The under-trustful and niggling critic will then have his innings and a period of discomfort will ensue. In these circumstances a wise official who has established confidence and good relations between himself and his committee will try to come to an understanding with them as to what is policy and what detail.

POLITICAL FACTION

Reference has been made to the necessity for the official keeping clear of political faction. He would do well, also, to keep out of public controversy on local or national affairs. He should keep his opinions reserved for his employers when they desire them.

Passing from the consideration of the more personal aspect of the case, we examine the relationship in so far as it is prescribed by law and regulated by custom. By so doing, we shall arrive at a closer appreciation of the present position and the lines of future development foreshadowed in current political thought and legislative tendencies.

The one clear guiding principle on which students of the question are agreed is that it is the function of a local authority to formulate policy and the duty of the official to put that policy into effect. Even this principle is subject to the reservation that local bodies, whose authority is delegated from the central government, have not unlimited power to prescribe policy. They can only do so in so far as they remain *intra vires*. It is the duty of the Clerk, as legal adviser, to influence the policy of his council, with all the means in his power to keep it from committing itself to a course which may lead to a surcharge. Further, the rule does not appear to have so clear and universal application to the larger local authorities, where one suspects a tendency for the official to be the originator or at least the private instigator of policy, with the committees and council acting as courts of review.

The official is the paid servant of his council. The relationship of master and servant in the local government service is subject to a number of peculiarities, some arising from statute and some from the nature of the employer. The powers of the employing body, including the



MR. A. PATERSON

scenes in local government. It is the chairman of committee who is, in theory, at any rate, responsible to the council for the administration of the department and who publicly replies to questions and criticisms.

In local affairs, particularly in scattered county areas, direct contact between the chairman and the official may be infrequent. The chairman may have been appointed for his admirable qualities other than detailed knowledge of the departmental routine. The system is one which calls for the exercise of good humour and common sense on both sides. Perhaps the quality which tells most in favour of the successful official is accessibility. The official who is always available and eager to explain to individual members goes to committee meetings at a distinct advantage. Informal discussion in private may prevent misunderstanding or distrust in committee. On the other hand, nothing is more likely to undermine an official's position as a suspicion that he is partial to any political faction.

It is in committee that the success or failure of an official is demonstrated. The official whose walls are papered with diplomas may nevertheless find himself in one difficulty after another if he insists on performing or attempting to perform nothing but the professional duties pertaining to his office. He must allow himself elbow room to

power to appoint officers, are derived from the central government. The officer's duties are laid upon him both by the central government (in statutes) and by the local body in direct instructions. Yet in most cases the local body has full power to appoint and dismiss. The position warrants detailed consideration.

The Town Clerk, under the Acts relating to municipal corporations, need not be a member of any of the recognised branches of the legal profession. All that the law prescribes is that a fit person who is not a councillor shall be appointed and that he shall hold office during the pleasure of the council. It says much for public spirit and for the holders of the office that difficulties so seldom occur.

On the other hand, the qualifications, duties, salary and tenure of the Medical Officer are prescribed by the Ministry of Health. In addition, by the *Ministry of Transport Act, 1919*, the Minister may, by agreement with the local authority, defray half the salary and establishment charges of the engineer and surveyor, subject to the condition that the appointment, retention and dismissal of such engineer or surveyor and the amount of such establishment and charges shall be subject to the approval of the Ministry.

As to termination of the contract, it must be borne in mind that in many cases a stipulation for notice is not binding on the council and probably not on the officer. But the officer is liable to criminal proceedings if he wilfully breaks his contract knowing or having reasonable cause to believe that the breach will cause injury or danger or grave inconvenience to the community. Subject to these and some other exceptions, the law regulating the relations of the official and his council is the law of master and servant.

CONTRACTS OF SERVICE

It is worth considering for a moment the extent to which the contract corresponds with the normal contract of service. In determining whether a contract is truly one of master and servant, the tests applied by the courts in doubtful cases are : (1) Are the duties performed under the direction and control of the master? (2) Is the servant liable to dismissal? (3) Is the servant bound to obey the master?

In the case of local officials there are duties imposed locally and by statute. Power to appoint and dismiss is, in some cases, subject to approval by the central government and in other cases it is not. It is not outside of the bounds of possibility that a conflict may arise between local instruction and statutory duty. When the control is so great as in the case of the Medical Officer, who is the real master, the central authority or the local council?

The dual nature of the local government official's duty is recognised in the branch of the law relating to the master's liability for the acts of the servant. The following extract is taken from an American judgment quoted in Bevan on "Negligence":—

"If the Corporation appoints them and can control them in the discharge of their duties, and continue or remove them, can hold them responsible for the manner in which they discharge their trust, and if these duties relate to the exercise of corporate power and are for the peculiar benefit of the corporation and the local and special interest, they may be regarded as its servants or agents, and the maxim of *respondeat superior* applies. But if, on the other hand, they are elected or appointed by the corporation in obedience to the statute, to perform a public service not peculiarly local or corporate, but because this mode of selection has been deemed expedient by the legislature in the distribution of the powers of government, if they are independent of the corporation as to the tenure of their office and the manner of discharging their duties, they are not to be regarded as the servants or agents of the Corporation for whose acts or negligence it is impliedly liable, but as public or state officers with such powers and duties as the statute confers upon them and the doctrine of *respondeat superior* is not applicable."

We have a variety of tenures in the local service, which appear to have developed haphazard. The legal principle is capable of logical application to them. There appears to be room for some sort of rationalisation.

It is undeniable that recent years have seen an increasing party cleavage in local government bodies. The parties may not have evolved elaborate party machinery and the exercise of party discipline may be somewhat rough and ready, but the clean-cut line is everywhere being accentuated. This calls for an increase in showing strict neutrality. Such care will minimise but not eliminate the danger to which he is exposed.

In the post-war period the political face of Europe has been much altered and new political machinery has been set up in more than one quarter. Some thinkers, indeed, are of opinion that democracy is entering upon a phase of revision in which parliament and parliamentary bodies and political life as we know it are destined to disappear. Be that as it may, the dominant feature of local government under the new systems seems to be an increased stringency of central control of local affairs, exercised through officials nominated by the central government. On our own doorstep, the experiment of a centrally appointed City Manager in Dublin has been followed by the extension of the system to the County Councils throughout the Irish Free State. Nevertheless, there seems to be little or no evidence of a serious desire to scrap local autonomy in this country.

NEGATION OF DEMOCRACY

As the City Manager idea has its advocates, we may be permitted to glance here at its implications upon our subject matter. In the first place, it is a negation of democracy, as we understand the term. If the Manager is to be of much use, he will be an autocrat to whom council and officials are subservient. He, in fact, will be the council. If he is not, then he is merely a supernumerary official, interfering with what in a well run City are the duties of those responsible for municipal finance.

Time need not be spent on speculating on a possible revolutionary change. The tendency in Great Britain is entirely towards evolution rather than revolution. The official mind is apt

to regard the changes introduced by the *Local Government Act of 1929* as vast and epoch-making. Yet the principal change is nothing but a redistribution of existing duties. Greater changes have taken place almost without comment from the officials. There has been in a comparatively short time a vast increase in the duties laid upon local officials by statute, and more particularly by the detailed and specialised legislation imposed in Statutory Rules and Orders. The volume of this departmental legislation has seriously alarmed some of our constitutional lawyers. Its effect upon the officials has been to make them more than ever the servants of the central government, although they continue to be appointed and controlled by the local council. The extent of this gradual change has not yet been fully realised by the officials, let alone by councils.

The redistribution of powers and duties and their consolidation in the hands of larger authorities carried out in the Act of 1929 would appear to leave less time for the consideration of any but broad outlines of policy by the elected representatives. As a consequence, greater responsibility will fall upon the officials and many of them will feel that their position requires strengthening. It is not to be expected that the councillors will take kindly to the changed conditions in every case. The period of adjustment may be a difficult one for many officials.

SYSTEMATIC STUDY

Systematic study of administrative method is the most hopeful sign on the horizon. It is being encouraged by progressive councils and chief officials and the universities are showing their interest. Perhaps it is not too much to hope that the study may be popularised not only amongst officials but amongst those who are to be the next generation of elected representatives. With a mutual recognition of problems and difficulties it should be possible to devise a system which will ensure uniform treatment for the officials without doing violence to the principle of local autonomy. Study in the ever-increasing field of local administration is bound in the future to bear fruit. A possible line of development which suggests itself is the institution of special courts of administrative law which are a feature of some Continental systems. The questions discussed in this paper might well be matters for such a court.

In conclusion, the passing of the smaller authorities and the increase in duties, imposed by statute and otherwise, have added to the responsibility of the local official. New classes of citizen are being elected to local bodies and councils are showing more sharply defined party divisions. Officials in some cases may feel the need of greater support from without, but the position is not beyond the skill and patience of most of those engaged in local government. Nevertheless, there appears to be a clear case in favour of an all-round review of the legal relationships of local officials, their councils and the central government.

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Premiums	Per £100
Building	1/3
Contents	4/3
,, (Fire only)	1/8
Full Cover	immediately.

STAFF MEETINGS

SYDNEY W. COLLETT, Chief Clerk, Public Health Department, Beckenham.

MEMBERS of the staffs of many local authorities seldom meet together to discuss their work. Such meetings as occur are usually purely social, or else concerned with N.A.L.G.O. matters. It is left to individuals to attend meetings of the various professional bodies to which they belong, and the great good which accrues from intercourse between members of all departments is missed.

Staff meetings help tremendously to promote amicable understanding between departments and officers and they develop a wider outlook on problems of administration. However interested members are in their own branch of the service, there is a certain danger of narrowness in professional associations; a gathering of the staff of one's own authority is intimate, friendly and equally useful in quite a different way. The enthusiasm which exists blossoms more readily in such an atmosphere and it is therefore of more immediate appeal to the younger members of the staff.

The committee method which pervades N.A.L.G.O. business meetings may not appeal to these members, and it is probable that staff meetings to discuss problems of administration will not appeal to the seniors. Perhaps it is better so, for the object of staff meetings is to encourage thought and expression of opinions. Lack of experience, which is no bar to discussion where all are equally inexperienced, only irritates the better informed. On their part they sometimes prove just as irritating by their monopoly of the subject which debars others from daring to speak.

It is best for staff meetings to provide for junior and senior sections, the junior section meeting more frequently. Combined meetings should be held as often as may be found convenient.

One rule should be observed—these meetings are not to ventilate grousing or for propaganda about salaries and working conditions. They are for the study of administrative problems and to promote effective methods of work.

With this end in view, a series of monthly meetings can be arranged for the junior section to form a progressive course. The following subjects are suggested: Officials and the Public, Officials and Industry, Training of Officers, Developments in Local Government.

These meetings should be held immediately after office hours; tea and biscuits form a pleasant preliminary. All that is needed in the way of organisation is a good chairman to keep speakers to the point. One hour is long enough. It is better to go away bursting with questions than to drag out the proceedings until everyone is exhausted.

(Continued on page 353)

N.A.L.G.O. CAMP SONG

WINNING VERSES

IN LOCAL GOVERNMENT SERVICE for July, 1931, announcement was made of the offer of a prize of five guineas for the words of a Camp Song. Twenty-nine competitors entered. The adjudicators have awarded the prize to

MR. ALBERT NORRIS,

NOTTINGHAM,

for the following:—

THE NALGO SONG

When the Camp lights fade at evening,
And the time has come for bed,
Gather round, you weary wallahs,
Show you're nowhere nearly dead.



Mr. ALBERT NORRIS, Nottingham Branch, winner of £5 5s. prize in competition for the words of a N.A.L.G.O. Camp Song.

Chorus:

Sing the Nalgo Song as you tramp along,
Sing with heart and voice in tune.
Sing the Nalgo Song when life's all wrong,
For the sun will shine so soon.
Never mind the weather, if it rains all day,
For Nalgo stands for happiness, and drives all care away.
Give a shout for Nalgo if you're feeling rather blue,
Leave it all to Nalgo and they will pull you through.

When you wake up in the morning
Feeling fit and fine and well,
Jump up and do your dozen,
Then start off with a yell.

When your holiday is over
And that Monday morning comes,
Just look for a silver lining
And then cheer up and hum.

A N.A.L.G.O. Anthem.

Mr. Norris is keenly interested in N.A.L.G.O. work and is one of the younger members, if not the youngest, of the Executive Committee of the Nottingham Branch. It was Mrs. Norris who suggested the *nom de plume* of "Micky," which he used, and she therefore considers the writing of the words quite a minor achievement. In acknowledging the cheque for £5 5s. he states:—

"I think the idea of a Nalgo Song, not only for the holiday camp, but for use at many functions which are purely Nalgoian, is extremely good. I hope you will discover a real lively tune for the lyric, so that not only will it be a camp song, but the Nalgo National Anthem."

ANOTHER COMPETITION

Prize of Five Guineas for a Musical Setting.

The Association offers a prize of five guineas for setting to music the words of the Nalgo Camp Song which appears above. The music should be appropriate for community singing by visitors at the Association's Holiday Camp at Croyde Bay.

Competitors may, if they so desire, submit more than one composition. A *nom de plume* should be used in every case, and a slip containing the competitor's name and address should be inserted in a separate envelope bearing the *nom de plume* on the outside.

Compositions should be sent to The General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, London, S.W.1.

TRAGEDY

He had no toy with which to play;
No playground but the meanest yard
Of some dark dwelling, Poplar way,
Where life was raw; unbrightened; hard.

His father loafed from morn to eve
About the corners of the road,
And when at length he took his leave,
'Twas for the publican's abode.

Immersed in wine, he'd quip and joke,
Without a care for anyone;
Nor for the burden and the yoke
Which fell upon his wife, alone.

Within that lamp-lit hovel, dim,
She plied her fingers, night by night,
With brimming eye and reddened rim,
Her heart denied the love and light

Of help and blessed sympathy
Which should have sprung from him
—her man,
Who nightly sang his song so free
With lifted glass and pewter can.

O agony; O bloody sweat:
O toil; O anguished, heavy heart;
Thy labours shall be lightened yet,
When Sonny grows, and shares thy part.

But Sonny sickened; languished—died,
And she was prostrate in her grief;
Will flowing tear be ever dried?
Will breaking heart e'er know relief?

O God! The tragedies of life:
The dark despair; the woes forlorn;
The bitter trials; turmoil; strife;
Why must these agonies be borne?

G. L. NAYLOR.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :
24 ABINGDON STREET, WESTMINSTER,
S.W.1.

JANUARY NOTICES

1932

Jan. 1. Monthly subscriptions due.
" 9. Meetings of various sub-committees at Headquarters.
" 15. Meetings of Standing Committees at Headquarters.
" 21. Meeting of National Executive Council at Headquarters.
" 21. N.A.L.G.O. examinations.
" 22. N.A.L.G.O. examinations.
" 23. N.A.L.G.O. examinations.
" 31. Register of Members closes. Persons not included in Register at this date are not entitled (a) to attend Conference, (b) to be nominated as hon. officers, or (c) for the N.E.C. or committees.

WESTON-SUPER-MARE CONFERENCE, 1932

DATES TO REMEMBER

Mar. 1. Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.
" 1. Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (form EL1).
" 15. Motions for Conference to be received at Headquarters by 5 p.m.
" 15. Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
April 1. Journal will contain Conference Agenda.
" 1. Report of the N.E.C. to be issued to representatives with Agenda.
" 15. Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.
" 15. Voting Papers for N.E.C. to be in hands of branch secretaries.
" 23. Voting papers for N.E.C. to be in hands of members.
" 29. Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
" 29. Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
May 1. Voting papers to be in hands of secretary of District Committee by this date.
" 1. Journal will contain amendments to motions in Conference Agenda.
" 2. Counting of votes for N.E.C. commences in each district.
" 14. Whit Saturday. First day of Conference proceedings.
" 16. Whit Monday (Bank Holiday). Second day of Conference proceedings.

HOLIDAY GUIDE

A number of new addresses recommended by members were received during December. There are still a few days in which to include other addresses before the final "copy" for the Guide is sent to the printers. By careful recommendations members can increase the usefulness of this publication to themselves and their colleagues, and their co-operation in this matter is at all times cordially invited. Any information as to accommodation found to be unsatisfactory will be treated as confidential.

The Guide will be on sale on March 7, 1932. Members should place orders for copies (3d. each) with the branch secretaries.

MEMBERSHIP OF N.A.L.G.O.

The following extract from the annual report of a branch executive committee is typical of similar references in a number of other reports:

"In the event of any question arising affecting the staff as a whole, or any section thereof, the branch does its best for all. If the very few non-members of the branch have ever thought on this aspect, their non-inclusion in our ranks denotes a peculiar sense of their interpretation of the phrase 'moral obligation.' Apart altogether from the fact that membership of N.A.L.G.O. is frequently a profitable investment, your committee is of opinion that the moral obligation should be all the inducement necessary to bring the branch membership up to the desired 100 per cent.

"N.A.L.G.O. now has well over 62,000 members, nearly double the figures of 1924. Surely no better proof is needed of the opinion

The N.A.L.G.O. CROYDE BAY HOLIDAY CAMP

*will be open from EASTER
to 1st OCTOBER, 1932.*

BOOKINGS

will commence on

1st JANUARY, 1932

Members are advised to make early application in order to secure accommodation.

Applications to L. Hill, General Secretary, N.A.L.G.O., 24 Abingdon St., Westminster, S.W.1

of local government officers throughout the country of the worth of our Association."

This reference states the position very well in regard to the non-members and it is hoped there will be concentration on this subject which will result during the next month or two in the small minority being recruited into the local branches.

SPECIAL BANKING FACILITIES

Arrangements exist whereby members of the N.A.L.G.O. may open and conduct current accounts at any of the branches of the following banks on special terms:

BARCLAYS LLOYDS
MIDLAND NAT. PROVINCIAL
WESTMINSTER DISTRICT
WILLIAMS, DEACONS AND MARTINS
YORKSHIRE PENNY BANK LTD.

The arrangements apply to the continuance of an existing account or the opening of a new account. No stipulation will be made as to minimum balance to be maintained, and no charge will be made provided the account is kept continuously in credit and the number of cheques drawn is within reasonable limits. Any member wishing to obtain this concession must produce at the local branch of the bank selected either his subscription receipt (white) for the current year, or the monthly subscription card (green) showing that subscriptions have been paid up to date.

CHANGE OF ADDRESS

The new address of Mr. H. Corser, Divisional Organising Secretary for the North-western and North Wales District, is 22 Booth Street (3rd floor), Manchester.

HEADQUARTERS AND BRANCHES

List of Communications sent from Headquarters to Branches.

NOVEMBER 27

Forwarding Supplementary List No. 4 showing Decisions of local authorities who have dealt with the question of reductions on grounds of national economy.

DECEMBER 2

Circular No. 79/Ed.

(a) Enclosing two copies of the latest print of the Association's examination syllabus and drawing attention to an alteration in the Preliminary examination. Also stating that the Association will cease to hold a Preliminary examination after 1935, and that in the Final examination two subjects, 20 and 21, have been added to meet the requirements of Public Assistance Officers.

(b) Forwarding Supplementary List No. 5 showing Decisions of local authorities who have dealt with the question of reductions on grounds of national economy.

DECEMBER 16

Circular No. 80/As.

To local correspondents of the Nalgo Approved Society forwarding new contribution cards and asking for the return of these for the second half of 1931.

DECEMBER 18

Circular No. 81/Gen.

Asking for the early dispatch to Headquarters of Orders (or supplementary orders) for the Nalgo Diary for 1932.

Circular No. 82/Gen.

Expressing appreciation of the work of Branch Officers and conveying seasonable greetings.

Forwarding Supplementary List No. 6 showing Decisions of local authorities who have dealt with the question of deductions on grounds of national economy.

DECEMBER 21

Circular No. 83/Gen.

Regarding the payment of Income Tax on behalf of members of the staff by local authorities in advance and subsequent deduction of the tax from salaries by instalments.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: July, 47; August, 45; September, 45; October, 45; November, 46; December, 48. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	OCT.	NOV.	DEC.
Food	28	30	32
Rent	54	54	54
Clothing	90	90	90
Fuel and Light	75	75	75
Other Items	75	75	75

The increase of 2 points in the food group is attributed to an upward price movement in flour and bread, milk, eggs, potatoes, and cheese, partly counteracted by a fall in the average prices of meat, bacon, and butter.

LOSS OF OFFICE

It has been ascertained that in dealing with certain compensation appeals the Treasury pointed out that the statutory declarations in support of the compensation claims, which were the subject matter of the appeals, did not bear an embossed stamp of 2s. 6d. Attention is drawn to the necessity for statutory declarations made in support of compensation claims under statutes like the *Local Government Act, 1929*, *Local Extension Acts*, *Provisional Orders*, etc., bearing an embossed stamp to the value of 2s. 6d.

ANNUAL SUMMARY SHEETS

Some of the Summary Sheets in respect of the Branch Year which ended on October 31, 1931, are still outstanding. Branch secretaries or treasurers who have not yet submitted the sheets to Headquarters should do so at the earliest possible moment. The membership figures for 1930-31 are dependent upon the names appearing on the Summary Sheets received. Hence every Summary Sheet is required and at once.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

JANUARY

1932

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NOTES OF THE MONTH

WE enter a New Year full of possibilities and for all who, like ourselves, are without bias on party politics, a period which may be full of absorbing interest. During the past few months we have felt the repercussions of finance and economic upheavals. We must keep our ear to the ground for some time to come. Probably, at no other period since the inception of N.A.L.G.O. have the responsibilities of leadership been more exacting than at the present time. In varying degrees these responsibilities are shared with the National Executive Council, by all who hold office in District Committees and branches. So far as can be ascertained from the branches, the membership gives

every indication of increase—the highest tribute which could be paid to the National Executive Council and its policy. The membership issue is now more than a question of loyalty and comradeship amongst local government officers. We have reached the stage where we must ask seriously: How much longer shall we tolerate non-membership, either on the part of individuals or by groups of officers content to accept the benefits by organisation without pulling their weight. N.A.L.G.O. blazed the trail and made the local government service "worth while" and it is idle to deny that the work of the Association confers benefit on those who still remain outside its fellowship. To urge inducements upon those who have not come into this great movement is a question of honour for every member of N.A.L.G.O. That matter should not be left entirely to the Association's official staff. The whole service should be indignant against any group or section which, assuming a false halo of superiority, shields itself behind the doctrine that it can do for itself all that is necessary. Service conditions under every local authority are linked up, and only those can do without N.A.L.G.O. who are prepared to accept the fruits of its labours without making contribution. That is a question of temperament. Every member of N.A.L.G.O. is jealous of its prestige and this is now being interpreted in action. The organisation of local government officers in London has recently been the subject of careful consideration by a Special Committee at Headquarters. As most of our members know, the officers of the London County Council have refrained, up to now, from sharing the burdens of organisation with their colleagues throughout the country. With the transfer of the Poor Law services to the London County Council a vast army of unorganised officers must be approached with as little delay as possible. The Special Committee in charge of this important matter invited the London County Council Staff Association to a discussion of this momentous issue. The Staff Association refused that invitation. If this attitude fails to create resentment throughout the whole of the local government service on a scale unknown hitherto, we are not in a position to gauge the feeling of loyalty to N.A.L.G.O.

A NEW POLICY

NOW, there is no alternative but to discard respect for a separate organisation of the staff of the London County Council. We had hoped that, some day, the Staff Association would take the correct line of action and pull its weight with N.A.L.G.O., which has never seriously attempted to enter their field of action. Circumstances demand another line of action. Their isolation is a weakness to the national movement; their non-co-operation is ungracious and we claim that we can give organisation benefits through N.A.L.G.O. of a wider scope and more lasting character than

can be realised by the efforts of a small and parochial organisation. In this attitude there is no ill-feeling. The future policy of N.A.L.G.O. must be dictated by common sense and the elementary principles of organisation. There is a potential membership of 10,000 under the London County Council alone, and we must have that addition to our organisation. Everyone must help in this great campaign. Success is as much the responsibility of each individual member in the County of London as it is the concern of the National Executive Council and its organisers.

PRIME MINISTER ON ECONOMY

FROM the first days when the country was stricken with panic we felt that, sooner or later, local authorities would have to re-adjust their economic outlook and that eventually they would realise the unsoundness of cutting down expenditure by the abandonment of schemes designed to serve the interests of good government. Some influence must have been at work to induce the Prime Minister to say in the House of Commons on December 9: "May I offer a word of warning both to individuals and to public authorities? I hope that this cry of economy is not going to be made a stunt. There are too many people, both private individuals and public authorities, who imagine that by simply cutting down expenditure they are doing a service to the nation. There are, of course, circumstances in which the cutting down of expenditure, especially at this moment, would be the greatest disservice people can do to the nation. A most uneconomical place for money is a stocking, and the most uneconomical use of capital is the failure to find employment for working men. Therefore, the policy of local authorities and of private individuals, while economical, and while following the rule we have laid down ourselves, should not be in the cutting of expenditure which reduces the demand for labour. Unless public authorities who propose cuts examine their proposals from that point of view they may not be giving the assistance to the nation which we all wish them to give." Within the next few months there is the possibility of a publicity campaign for the encouragement of expenditure.

HEALTH LECTURES

The Royal Institute of Public Health has arranged for a course of lectures on public health problems, to be delivered in the Lecture Hall of the Institute, 37 Russell Square, London, W.C.1, on Wednesday evenings during January and February, and on the first Wednesday in March.

The lectures are intended primarily for the fellows and members and the students of the Institute, but others interested in the course are invited to attend.

MOVEMENTS OF MEMBERS

Branch Secretaries should promptly acquaint the Divisional Organising Secretary for their area (on the printed postcards provided for the purpose) with particulars of all members who leave to take up positions elsewhere in the Service.

BOOK REVIEWS

MANCHESTER CHAMBER OF COMMERCE HANDBOOK, 1931-32. Price 5s. C. Nicholls and Co., Ltd., Phillips Park Press, Manchester.

A USEFUL publication dealing with the trades of Manchester and the social activities of the Chamber of Commerce and its members. Well illustrated, the volume contains a series of interesting articles on Manchester's industrial history, banking, and publicans.

MY RUSSIAN VENTURE. By Mrs. Cecil Chesterton. Price 8s. 6d. net. G. Harrap & Co., Ltd., London.

Mrs. Chesterton and a lady friend visited Russia in their own way, determined to go where they wished and at their own time—or at least at the time the train left and arrived. The authoress started with a limited purse and ample warnings, but without prejudices. She travelled through parts of White Russia and the Ukraine, where the conditions are different from those which prevail in Leningrad and Moscow. She wanted to learn for herself. "It is a disconcerting commentary," she writes, "on the attitude of the English mind that, whereas every important American paper has a resident Russian correspondent, the only journal in the British Isles to have a man on the spot is the *Manchester Guardian*."

The book is easy reading, entertaining, and a record of personal contrast with men, women, and ideas. The experience and the knowledge gained were as surprising to the authoress as they will be to the reader who has not read deeply of Russia. Apparently the Russians are not being starved to enable the U.S.S.R. to export wheat, because the Russian as well as the Pole eats rye bread—which is more sustaining and bone-making than wheaten bread. Rye bread is sold in England as a delicatessen in Soho restaurants! Churches of every denomination are open and the services in many places well attended. There was an industrial exhibition at Minsk on a miniature Wembley scale. People were laughing and singing at their work, especially on the collectivist farms, and the general impression left on the mind of the authoress was that the Soviet will achieve its purpose and industrialise the whole of the U.S.S.R.

But—and on this she is prepared to stake her whole experience and knowledge of human nature—while Bolshevism may standardise the cities, it will leave unfettered the workings of that different collectivist system found in the ever-expanding communes, which, while they abolish exploitation by capital, assert individual rights and liberties. Thus they remain as the agrarian revolutionaries insisted, the finest expression of a fundamental communism.

The life-and-death struggle for a new system of distribution waxes to white heat under the U.S.S.R. Though it harrows body and soul in the process, the system drives through to an ideal which, if it triumphs, must either profoundly change or overthrow the whole economic fabric of Europe.

PETER SUCH.

THE THEORY OF LEGISLATION. By Jeremy Bentham. Edited, with an introduction and notes by C. K. Ogden. Price 7s. 6d. net. Kegan Paul, Trench, Trübner & Co., Ltd., London.

The present edition offers a new approach to this standard treatise, both historical and psychological, now reprinted, after revision, in the International Library of Psychology, Philosophy, and Scientific Method. Doubtful points are elucidated by reference to Bentham's published and unpublished writings. New material on legislative treatment of sex abnormalities has been incorporated, and the part played by Dumont in the presentation of Bentham's doctrine is the subject of a critical appreciation. During the year 1932, which marks the centenary of Bentham's death, we should hear much of one who released abiding forces.

THE HISTORY OF THE WORLD OF BENTHAM. By C. K. Ogden. Price 12s. 6d. Hodder and Stoughton, 12s. 6d. This is a history of the life and work of Jeremy Bentham, the great English utilitarian, and the author has tried to make it a history of the development of his ideas and the influence of his work on the world.

THE GOVERNMENT OF THE STATE. By C. K. Ogden. Price 12s. 6d. This is a history of the development of the theory of the state and its influence on local government service. The alterations in our system for which his work was responsible include: the reform of the representative system in Parliament, many of the penal laws, a complete and uniform Register of Births, Deaths, and Marriages, uniform and scientific methods of drafting Acts of Parliament, a general register of deeds and all transactions, and the passing of public health legislation.

The present volume is divided into, The Principles of Legislation; Principles of the Civil Code; Principles of the Penal Code. Copious notes at the end of the volume avoid interference with the text. There is a good index. B.

THE WAVES. By Virginia Woolf. Price 7s. 6d. The Hogarth Press, London.

It has long been granted that in the hands of competent literary architects the English novel undergoes transformation. Mr. Scott Moncrieff's editions of Marcel Proust show that reflection need not overlay every mode of action. Thought is not necessarily stagnation of movement; nor is the fiction which presents activity bound to be at sixes and sevens with the exposition of cause stated in terms of mind. To command Mrs. Virginia Woolf's beautiful writing would be dangerously near presumption. Pursuing her own method, she writes with that high purity of language, which, because of its perfection of form, is more emphatic than stress could ever be.

In Mrs. Woolf's philosophy there is no formative place for security and safe tenure. Service at repetitive work with superannuation at the end is not the sort of life which excites the admiration of artists in any sphere. "The crystal, the globe of life as one calls it, far from being cold and hard to the touch, has walls of thinnest air. If I press them all will burst." Life is a flowing tide with each one of the six characters Mrs. Woolf depicts. Their soliloquies, with Nature as an eternal background, compose a book crowded with action of that invisible order which is confined to realms of thought. Jewels of fine description are scattered over its pages. Women preferred by Mrs. Woolf are without illusions; "hard and clear as crystal, she rode at the day with her breast bared." That is not a gospel of safety, but it makes for the full life; and it has the same message as the doctrines expounded by Bernard, whose final reflections bring together the leading ideas of the volume. Self is the thing that has gone far, gone deep, sunk in this life or that and become part of it; dreams and old half-articulate ghosts. Mrs. Woolf contends that whatever is of enduring beauty in Life is intangible and unsubstantial as the breeze. Those who are in secure positions should read the book because of the light it throws on the mind of a fine literary artist.

E. C. F.

in this case on land—and gale velocity pertains throughout this story of Soviet intrigue in India and a mighty clash of arms between England and America. The author is careful to state that the story should be read as a story; he disclaims the rôle of prophet. The story does not flag in interest.

I have but space left to name briefly one or two other books worth while. The Rt. Hon. J. E. B. Seely's "Fear, and be slain" (Hodder and Stoughton, 12s. 6d.), records his personal adventures by land, sea, and air before and during the war.

Sir Arthur Rostron in "Home from the sea" (Cassell, 10s. 6d.), describes his experiences at sea chiefly whilst in charge of a liner.

The second series of "Great short stories of detection, mystery, and horror," Ed. by Dorothy L. Sayers (Gollancz, 8s. 6d.) is an exciting collection of the gruesome.

READERS' NOTES

By JACOB TONSON

MY notes this month should reach you as you are making your new resolutions for the year. You might do well to then resolve to read or re-read the Diary of Samuel Pepys. Himself a public official he clearly displays the difficulties of office, but above all, human frailty, and in no way is this better exhibited than in the manner in which he deals with his good resolutions. "I have newly taken a solemn oath about abstaining from plays and wine, which I am resolved to keep according to the letter of the oath which I keep by me." This oath implied and the context supports a steady resolve to stick to his official duties. I fear though, he had frequently to fine himself for breaches of his vows. If your second resolution is to make 1932 a book year it will be our endeavour to aid your choice of the best. How difficult the task of "recommending" books is, none but those whose duty it is to do so know.

J. W. Gregory's "The Story of the Road" (Macmillan, 12s. 6d.) is an excellent account of the manner of roads and their development down to 1931. From their commencement as mere game tracks of hunted or hunter the author traces their development as trade routes and describes their advancement under the Egyptians, Carthaginians, Romans, and other builders to the final achievement of to-day's perfection of surface. The influence of the development of types of vehicles upon road-making is discussed. How little we have changed in method of control of the use of roads by the powers that be! It appears from a quotation in the book that so early as 1599 there were "Waggon Travailing to London Tuesdays and returning on Friday and not coming to this Town till the Lord's day, to the great offence of Almighty God contrary to the laws of the realm, and the infamy and scandal of the government of this Towne." This scandalous state of affairs was stopped by insisting upon the carriers altering their time table. Their remarks would probably be similar to those I heard in the train a day or two ago from a motor vehicle owner who had been before some present-day Road Commissioners.

The Poet Laureate displays versatility in a collection of verse under the title "Minnie Maylow's story and other tales and scenes" (Heinemann, 7s. 6d.). The collection may be described as I once heard an Irish Professor and Historian describe a showery day with many sunny interludes as "a feminine day—a mixture of smiles and tears." It includes the jesting type in the titular piece and "Young John of Chance's Stretch"; the dramatic in such poems as "The Rise of the World" and the story of the grim Queen Eleanor, King Henry, and the latter's illicit love for the fair Rosamund. The poet's habit of clipping his words, tantalising at first, is rather seductive.

"Squall on the locks," by Morrison (Blackwood, 7s. 6d.), was strongly recommended to me, but I nearly put it down after the first few pages because of its similarity of opening to some other recent novels. Really novelists should find some other opening to adventure yarns than a letter from an acquaintance asking the recipient to accompany him on a holiday. I forgive the opening for the excellence of the story. It is about a yachting trip in the less known highland lochs. Sunken treasure, mystery, a weird diving experience and, of course, a little love, make up an excellent yarn. There is a fine description of rough weather in a small boat on the open sea and the author catches the atmosphere of rugged wildness on the land.

"The Riddle of the Straits," by H. F. Ward (Ward Lock, 7s. 6d.), commences with a gale—
(Continued at foot of column 2)

BRANCH & DISTRICT NEWS

ALTRINCHAM

Altrincham and District Branch held its annual general meeting on Thursday, November 26, in the Old Town Hall, Altrincham. Mr. J. W. L. Foulkes, Clerk to the Sale U.D.C., was re-elected president. A most successful dinner dance followed. The presence of, and the addresses by, Mr. L. Hill, General Secretary, and Mr. F. J. Willett, of the National Executive Council, were appreciated.

BEDFORD

A Borough Branch has been inaugurated and Mr. C. H. Blakeway, Deputy Borough Engineer, has been elected president, and Mr. F. C. Haynes, Senior Sanitary Inspector, chairman of the Executive Committee. Mr. H. Slater, D.O.S., addressed a good representative staff meeting on November 27, and the committee and officers have carried out extensive propaganda work. This has brought immediate success to the Branch, and forty new members have been enrolled, bringing the total membership up to ninety-three, or approximately 80 per cent. of the staff.

BIRKENHEAD

Eighty members of the Birkenhead Branch attended the annual general meeting on December 5, the president, Dr. D. Morley Mathieson, Medical Officer of Health, being in the chair. In his address Dr. Mathieson expressed his conviction that the Diploma in Public Administration would rank as a very high qualification for local government officers, and urged members to take advantage of the council's offer to pay half fees for the course in connection with the diploma, which is held at Liverpool University. Mr. Hill, the General Secretary, was present and addressed the meeting.

The retiring officers—Dr. D. Morley Mathieson, president; Mr. J. H. Warren, J.P., D.P.A., chairman; Mr. Norman Wilson, hon. secretary, and Mr. W. H. Watters, hon. treasurer—were re-elected. The annual dinner followed.

BIRMINGHAM

The annual meeting of the Birmingham Branch was held on December 8, Mr. A. Chander presiding. It is satisfactory to note that in spite of local difficulties, the branch is now well established.

BOLTON

The annual report of the Bolton Branch will be read with much interest. The membership again shows a substantial increase and all the ancillaries of the association show a growing support.

BRIDGEND

The annual dinner and dance at the Dunraven Hotel on December 9 was largely attended. Mr. W. Eustace Bevan, Clerk of the Penybont R.D.C., and president of the branch, was in the chair, and proposed the toast of N.A.L.G.O., to which Mr. J. E. N. Davis, D.O.S., responded. Mr. Cyril Baker, the hon. secretary, and his colleagues arranged a most delightful function.

BUCKS

Over 100 members of the Bucks C.C. Branch sat down to tea at the Bulls Head Hotel, Market Square, Aylesbury, December 4, the occasion of the annual general meeting. Colonel J. R. Crouch, Clerk of the County Council and the president, was in the chair, and the attendance was representative of practically all the chief officers and all grades of the staff. A report on the work of the past year was presented by the Executive Committee for whose work appreciation was expressed. The Sports and Social Committee report indicated how widely extended are their activities and the remarkable degree of success that had attended their efforts. Revised branch rules were considered and approved.

An address was delivered by Mr. W. P. Fox, Chief Organising Secretary, who directed particular attention to certain facilities of the Association of which the branch had not made full use. The re-election of the officers definitely indicated the appreciation of their excellent work in the past.

BATTERSEA

The annual general meeting of the Battersea Branch took place on November 26 at the Town Hall. Mr. J. F. Hogg, Librarian, presiding. Mr. A. J. Booth was re-appointed as branch secretary.



MR. R. H. STORER

An enjoyable social evening was held at Wallsend, under the auspices of the local branch of the N.A.L.G.O., in aid of the Benevolent and Orphan Fund. Opportunity was taken to present Mr. R. H. Storer with an improved wireless set in recognition of his services as secretary of the branch since it was formed in 1925. Mr. Storer, formerly at North Shields, was Cleansing Supt. at Wallsend and was recently appointed to a similar position under the Gateshead Corporation. The presentation was made by Dr. R. E. Rutherford, president of the branch.

BEDFORD

A meeting of the staff of the Bedford B.C. was held on November 27. The D.O.S. addressed the members on the advantages of membership and on the work of N.A.L.G.O. Bedford staff formerly formed part of the district branch, comprising the staffs of the Bedford Borough and the County Councils. Arrangements have been made for a separate organisation.

CAMBRIDGESHIRE

At the annual general meeting of the Cambridgeshire County Branch, held on November 30, officers were elected as follows: Mr. J. A. McMillan, president; Mr. A. L. Peacock, hon. secretary; Mr. S. W. Edwards, hon. treasurer, Mr. A. G. Maw, hon. auditor, Mr. C. W. Bishop, B. and O. Fund, Provident Society, and Approved Society correspondent. A presentation was made to the retiring hon. secretary in recognition of the services rendered by him during the past eleven years. Mr. P. Snelling retires after five years as hon. treasurer. The branch held a Christmas Social in the County Hall, Cambridge, on Saturday, December 12. Over seventy members and friends were present.

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as to whether you are compulsorily insurable under the National Health Insurance Acts. This depends upon whether your Local Authority has obtained a Certificate of Exception. On the other hand, and this is important,

YOU HAVE AN OPTION

as to what approved society you join. Then choose that society which is composed solely of your colleagues in the Local Government Service. The

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which is a sectional activity of N.A.L.G.O., offers you the best benefits and the most considerate treatment.

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Age next birth-day	Monthly Premium	At age 60	
		Estimated payment	Accrued value of balance
25	12 8	255	340
30	15 8	240	320
35	19 5	225	300
40	1 5 1	210	280
45	1 14 1	195	260
50	2 12 9	180	240

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BRANCH & DISTRICT NEWS

CARDIFF

The annual general meeting of the Cardiff City Branch was held at the City Hall on December 1. Mr. Cecil G. Brown, Town Clerk of Cardiff, presided. A satisfactory year's work was reported, and Mr. Brown was re-elected president.

CHESTERFIELD

Chesterfield Municipal Officers' Guild held its annual meeting in the Gas Showroom, Knifemsmithgate, on November 27, when the following officers were elected: Mr. R. Hoggard, president; Mr. W. C. Coxall, Mr. H. Davies, Mr. H. Edridge, Mr. H. Plowman and Mr. O'Connor, vice-presidents; Mr. L. C. Jackson, chairman; Mr. L. Lewis, vice-chairman; Mr. G. R. Micklewright, hon. secretary; Mr. E. Morse, hon. treasurer; Mr. J. P. Tompkinson and Mr. Goodwin, auditors; Mr. A. Day, Benevolent and Orphan Fund secretary; Mr. L. C. Jackson, Provident Society correspondent.

The first annual dinner was held in the Picture House Restaurant, Holywell Cross, after the meeting.

The toast of "The Mayor and Corporation" was proposed by the president; the Mayor responding to the toast of "N.A.L.G.O.," proposed by the Chief Librarian, Mr. L. Hill, the General Secretary of "Nalgo," responded. The Chesterfield "Nalgo" Dramatic Society entertained the guests with songs and sketches.

COALVILLE

The Urban District Council received a deputation regarding the Ministry of Health Circular 1222, and decided not to make any reductions in the officers' salaries on the understanding that applications for increases would not be submitted in April, 1932.

COLNE

Colne and District Branch held its first annual dinner at the Crown Hotel on November 26. Members of the branch contributed to an excellent programme at the close of which prizes were distributed to the winners of the various sporting events in which the branch participated during the past year. The dinner was followed by the annual general meeting.

CORNWALL.

The Cornwall County Officers' Branch of N.A.L.G.O. held its annual meeting at the County Hall, Truro, on November 21. Mr. F. R. Pascoe, Secretary for Education, and Mayor of Truro, addressed the meeting. Mr. T. A. H. Sheers, Clerk of the County Council, was re-elected president. Mr. M. C. Taylor, hon. secretary, resigned and received well deserved tributes for the excellent service he had rendered to the branch. Mr. J. Hargreaves was appointed his successor. Officers re-appointed were as follows: hon. treasurer, Mr. C. Veale; hon. auditor, Mr. F. F. Julian. Tea was followed by a concert and dance arranged by the Social committee.

DERBY

An appreciable increase in membership was reported at the annual meeting of the Derby Borough Branch. It was gratifying to find that among the new members were several poor law officers and members of the nursing staff of the City Hospital, including the matron. Mr. W. Rutherford, Chief Clerk in the Town Clerk's Department, in his presidential address made a special appeal for interest and support for the association's Benevolent and Orphan Fund. Mr. C. H. Aslin, Borough Architect, was appointed president-elect.

EAST SUFFOLK

The annual meeting of the East Suffolk Branch at the County Hall, Ipswich, on December 4, was excellently attended. Dr. H. M. Cade, County Bacteriologist, was re-elected president for the ensuing year. The D.O.S. addressed the meeting on the general aims and work of the Association. The report of the executive committee showed a membership of 178, including the staff of the East Suffolk County Council and

the District Council staff. Mention was made of circumstances connected with voluntary offers for salary deductions, social meetings and lectures, donations and subscriptions to the B. & O. Fund amounting to about £30 during the year, and an appeal was put forward for further sustained support for the latter. Honorary branch officers were re-elected as follows: Mr. A. Butters, secretary; Mr. W. R. Read, assistant secretary; Mr. A. Knight, treasurer; Mr. R. R. Lewood, auditor. A small committee was appointed for lectures and social functions, with Mr. C. E. Lee as hon. secretary.

EPSOM

Mr. T. N. Young, president of the Epsom Municipal Officers' Association, presented to Mr. H. Platt, the hon. general secretary, a handsome chiming clock, on behalf of the members of the Association, in recognition of the valuable services rendered by him to the Association since its formation.

ERITH

At the annual meeting of the Erith Branch, presentations were made to Mr. L. B. Lee, Assistant Clerk to Erith U.D.C., who is shortly leaving to become Clerk to Portland U.D.C., and to Mr. H. Spencer, who retired recently from his position as Building Inspector.

Mr. D. S. Twigg, Clerk to the Council, referred to Mr. Lee's appointment and paid tribute to his ability and personality. During the seven years Mr. Lee had spent in Erith, he had proved himself to be a conscientious, popular, and efficient officer.

Mr. Lee made cordial reference to the good fellowship which had always existed between his fellow officers and himself and said that he would always look back with pleasure to the time he had spent in Erith.

Some forty members attended the annual general meeting which followed, and favourable reports were received from the officers. The secretary reported a membership of 84—practically 100 per cent. The financial report showed a balance of £21.

Mr. H. A. Churchill has been elected president of the Erith Branch. Mr. Churchill has a long record of service in the interest of the association.

ESSEX

Consequent upon the transfer of members of the National Poor Law Officers Association and the admission to the Association of Public Assistance Staff, the Essex County Executive Committee have prepared a new scheme to cope with the scattered nature of the membership of the county area. The county is to be divided into eight areas coterminous with the Guardians' Committee area of the Public Assistance Committee, each area to have its own organisation and to have representation on the County Executive Committee. This scheme was passed at a special meeting of the Officers' Association.

GUILDFORD

The annual meeting of the Guildford Branch was held on November 5, when Mr. Heber Davies, Deputy Town Clerk, was elected president and Mr. T. J. Lewis hon. secretary for the ensuing year. On December 9, the first dance was held at Ayers Hall, Guildford. The Mayor and Mayoress of Guildford attended. Mr. E. A. Lane was M.C. and the dance was organised by Mr. T. J. Lewis, hon. secretary. The annual dinner will take place on January 30.

HASTINGS

At their annual general meeting at the Town Hall, Hastings, on December 4, the Hastings Branch received the resignation of Mr. H. J. Veness from the office of hon. secretary. Much appreciation of his long service to the branch was expressed. Mr. E. Mogg was appointed hon. secretary in his stead. Mr. F. L. Hills was re-elected hon. treasurer. The General Committee was instructed to revise the branch rules and to give attention to the sporting needs of the younger members.

BRANCH & DISTRICT NEWS

HEMEL HEMPSTEAD

The new president of the Hemel Hempstead Branch is Mr. A. L. Wood, Borough Treasurer. A change has taken place in the secretarial office, Mr. R. T. Presland, of the R.D.C., succeeding Mr. L. Wilkinson.

HORSHAM

The Horsham Branch held its annual meeting on November 24 last, when the following officers were elected: Mr. E. Partridge, chairman; Mr. A. W. Laidman, vice-chairman; Mr. R. L. Fisher, hon. secretary; Mr. F. French, hon. treasurer; Mr. J. E. Garner, hon. thrift secretary; Messrs. D. G. Oliver and F. Mills, hon. auditors; Messrs. A. G. Coleman and A. C. Blackwell, department collectors; Mr. E. Partridge, representative on District Committee; chairman, vice-chairman, hon. secretary, hon. treasurer, Miss G. L. Male, Messrs. A. G. Coleman, C. G. Atkinson, D. G. Oliver, A. C. Blackwell, executive committee.

IPSWICH

Ipswich Branch held its annual meeting on December 4 at the Town Hall, when discussion took place and confidence for the future was displayed. Mr. L. W. Greenhalgh, barrister-at-law, presided, and was re-elected president for the ensuing year. Mr. J. E. Jennings was re-elected hon. branch secretary.

KENSINGTON

The annual general meeting of the Kensington branch was held at the Town Hall on December 8. Mr. Haines was re-appointed president and Mr. P. J. Sadler hon. branch secretary. The D.O. addressed the members on the work of N.A.L.G.O. An interesting discussion on matters of local interest followed.

KENT AND MAIDSTONE

A successful social event was held at Maidstone on December 11, when the Kent County and Maidstone Borough Branches joined forces in aid of the B. and Q. Fund of N.A.L.G.O. The function proved an outstanding success, attendance including the Mayor and Mayoress, Councillor and Mrs. Gordon Larking, and the respective presidents of the Kent and Maidstone Branches.

The dance was arranged by a joint committee consisting of members of both branches, with Mr. C. R. Ward of the county branch as organising secretary. Mr. L. G. Verrall (county) and Mr. W. A. N. Baker (Maidstone borough) acted jointly as M.C.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by January 20, for the February issue.

News of events which take place later —up to January 21—can be inserted if correspondents will send an intimation to the Editor beforehand.

LOCAL GOVERNMENT SERVICE,
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LEICESTER CITY

A dinner, dance and whist drive was held at the Lancaster Hall on December 3, Mr. A. T. Gooseman, City Engineer and Surveyor, presiding. The Lord Mayor and Lady Mayoress, Alderman and Mrs. E. J. Wilford were entertained.

LEIGH

The annual dinner of the Leigh Branch took place at the Co-operative Small Hall, Leigh, on December 17, about ninety members being present to justify the excellent arrangements made by the Sports and Social Committee. Mr. J. B. Hudson, on behalf of the members, presented a floor standard electric lamp and shade to Mr. W. C. Lingard recently resigned sports and social secretary.

LEYTON

Leyton Branch's annual general meeting took place at the Town Hall on November 25. Mr. T. T. Taylor was elected president for the ensuing year, vice Mr. A. P. Howell. A lively debate ensued on one or two matters of domestic policy.

NEWCASTLE-UPON-TYNE

Mr. R. G. Roberts, Housing Architect, is the branch president for 1931-32. Mr. V. Grainger has been elected chairman of the Executive Committee.

NORTH-EASTERN

Mr. P. Lee, J.P., chairman of the Durham C.C., was present at the annual meeting of the North Eastern District Committee, held in the Shire Hall, Durham, on December 12. Mr. Lee spoke on the objects of local government and its effect upon the lives and well-being of the people. In all the great work for social betterment that had been achieved, he claimed that the officials had taken their part and had worked loyally and well, not merely as those seeking only gain or reward, but with an ideal of public service.

A recommendation that the N.E.C. be asked to consider the acquisition of a holiday camp for northern members was carried.

The National Executive Council is to be asked to take steps to secure recognition of the increased hours of duty and responsibility incurred by members of Public Assistance Departments consequent upon the administration of transitional benefit.

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shares of £25 each, and has for many years paid 6 per cent. (tax free) on subscription shares. From an investment point of view a more profitable security would be hard to find.

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dividend and a guarantee against depreciation.

Although no public advertisement has previously been issued by the Society, the accounts have shown consistent annual increases in assets, which according to the balance sheet at February, 1931, amounted to over £110,000, and the share capital at present is substantially greater than it was at the date of that balance sheet.

Apply to the Secretary for Investor's Prospectus or other information desired. It is not necessary to call at the Society's office, if this is inconvenient. Correspondence addressed to the Secretary is dealt with expeditiously.

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BRANCH AND DISTRICT NEWS

NORTH-WESTERN

The annual meeting of the North-Western and North Wales District was held at the Town Hall, Manchester, on Saturday, December 5. Mr. J. W. Wilkinson, Deputy Town Clerk of Southport, presided. Mr. S. Lord, President of the National Association, and Mr. J. Simonds, legal secretary, were also present.

A presentation of an illuminated framed resolution was made at the annual meeting of the North-Western District Committee on December 5 to Mr. F. B. Lunt, of Liverpool, who for many years has been a member of the National Executive Council, and to Mr. G. Rhodes, of Manchester, who has been hon. secretary of the No. 1 Regional B. & O. Committee since its inception. Both have now retired from the local government service. The Swimming Competition trophy presented to the District Committee by the Lancashire County Branch, was secured by the Manchester Branch.

The annual dinner followed at the Grand Hotel.

Mr. S. Lord, President of the National Association, responding to a toast, said he fully realised the important place that District Committees played in N.A.L.G.O.'s organisation. They are practically local N.A.L.G.O.'s and did a tremendous amount of work for officers in their area.

NORWICH

A programme of humorous sketches, charades, and dancing characterised the social and supper held on December 8 at the Regent Theatre Saloon, under the auspices of the Norwich Branch. The president of the branch, Mr. J. E. Philippo, welcomed representatives of the Norfolk County Branch attending as guests. The inter-departmental sports cup, presented by Mrs. Noel B. Rudd, was handed to Mr. J. S. Bullough, the City Engineer, as chief of the department winning it during the past season's

NOTTINGHAM

Mr. W. J. Board, Town Clerk, presided over the nineteenth annual dinner of the Nottingham Branch of Nalgo, held on November 27, the company including Alderman W. Green, the Lord Mayor; Mr. H. H. Joy, K.C., the Recorder; Mrs. Councillor C. M. Harper, the Sheriff; and Mr. S. Lord, the President of N.A.L.G.O.

The Recorder paid high tribute to the Council and its officers.

The Lord Mayor said they were deeply grateful for the service the staff were so efficiently rendering to the city.

Mr. Lord thanked the Lord Mayor for his kind reference regarding local government officers. Such tributes were most encouraging to those who were doing their best to serve their fellow citizens. They were proud of N.A.L.G.O., which occupied a unique place in trade union organisation. They were proud of its broad democratic basis, with its membership of nearly 70,000 men and women occupying the highest posts to the lowest in the service, and of its considerable achievements during the twenty-five years they had worked together in the interests of the whole.

The Town Clerk, on behalf of the branch, presented a gold watch to Mr. E. C. Crofts, who had been a member since the inception of the organisation in 1906, and who for many years had played a leading part in its affairs. As spokesman to committees, Mr. Crofts had maintained their interests with the greatest ability, tact, and courtesy. He was for some years a member of the National Executive Council of N.A.L.G.O.

NOTTINGHAMSHIRE

The Notts C.C. Branch annual dinner took place at the Black Boy Hotel on December 11. Mr. R. W. I. Bulkeley, who occupied the chair, felt he deserved such functions as important, not only to the life of the branch, but to the good

of the service. He was there because he believed in the movement and was friendly with his fellow officials.

OLDHAM

Concurrent with the annual report for 1930-31, the hon. secretary, Mr. Norman Smawfield, has issued to the members (now reaching record figures) a printed history (112 pages) of the Oldham Municipal Officers' Guild, covering a period 1899-1931. It is an achievement and great credit is due to Mr. Smawfield. Oldham was prominent at the inaugural meeting of Nalgo held in 1905 under the chairmanship of Sir Herbert Blain. The history clearly traces the transition of the branch from a "social" to a "militant" type of organisation, the successful struggle of its leaders against the apathy of members, and its efforts to secure reasonable conditions from a most unreasonable type of employing authority. Apparently it was just as "inopportune" to advance salaries in 1899 or 1909 as it is in 1931, and the records show that the present officers are deeply indebted to the courage and persistent efforts of their colleagues of an older generation.

PADDINGTON

Paddington Branch held its annual dinner on December 2. Prosperity to N.A.L.G.O. was proposed by the president, Mr. A. J. Croxford. The Chief Organising Secretary and the D.O.S. briefly responded. Mr. F. R. Finch, the chairman of the Metropolitan District Committee, proposed the toast of the branch, to which the president replied. After dinner the party adjourned to the Palladium, where an enjoyable evening was concluded.

PRESTON

A dance organised by the Social and Sports Committee of the Preston Branch of N.A.L.G.O., was held at the Regent Ballroom on November 27. Those present included the Mayor and Mayoress (Mr. Councillor and Mrs. W. Rainford), the Town Clerk (Sir Alfred Howarth) and Lady Howarth, and several members of the Town Council.

ST. PANCRAS

The annual meeting of the St. Pancras Branch took place at the Town Hall on November 30. Mr. A. Powell Coke, Town Clerk, presided. Mr. W. G. Auger was re-elected representative on the London District (Whitley) Council and one of the representatives to the District Committee. Discussions on branch affairs, including insurances and sports activities, evoked enthusiasm.

SETTLE

The aims and objects of the Association and its Benevolent Society were explained to a large company at a whist drive held in the Conservative Club, Settle, on December 9. Prizes were presented by Mrs. Pearson who was cordially thanked by Mr. Kay, Accountant.

SOUTHPORT

The annual meeting of the Southport Branch was held on November 26, in the Town Hall, Southport. The report presented showed good progress during the year. The meeting was addressed by Mr. H. Corser, on "The Future of N.A.L.G.O."

SOUTH-WESTERN

The Mayor of Cheltenham welcomed the delegates to the South-Western District Committee fifth annual meeting, at the Municipal Offices, Cheltenham, on November 28. Mr. C. J. Newman, Town Clerk of Exeter, was elected chairman; Mr. P. H. Cole, Plymouth, vice-chairman; Mr. A. W. Saunders, hon. secretary; Mr. A. G. Baing, Plymouth,

hon. treasurer; and Mr. E. W. Deacon, Cheltenham, hon. auditor.

The annual report and the report from the D.O.S. showed that the work of N.A.L.G.O. had met with success during the year and that membership had been increased by some 35.

After an out-of-a-discussion on the financial position of the B. and Q. Fund, it was urged by some delegates that the Late Membership Subscription was too small, especially in view of the fact that cases had been known where the meaning of this subscription had been taken too literally and the annual subscription had ceased. It was decided to impress on all members of N.A.L.G.O. in the district the importance of doing their utmost to assist the Fund, either by increasing their subscriptions or by obtaining contributions from social functions, etc.

SWADLINCOTE

At the annual meeting of the Swadlincote Branch, the retiring chairman, Mr. C. Jackson, in accordance with custom, entertained the members to tea, and was thanked heartily for his hospitality. The following officers were elected: Mr. W. P. Musson, president; Messrs. E. R. Allen, W. P. Tunnicliffe, G. Pollard, A. C. Wilton, and C. Jackson, vice-presidents; Captain G. A. Taylor, M.C., chairman; Mr. R. G. Watson, hon. secretary; Mr. A. C. Wilton, hon. treasurer; Messrs. E. R. Allen and C. D. Hull, hon. auditors; committee, the Misses Buxley and Caddy, Messrs. E. R. Allen, G. Pollard, C. Jackson, A. C. Wilton, C. D. Hull, and the chairman and secretary ex-officio; representatives to the district committee, Messrs. C. Jackson and R. G. Watson.

WALLASEY

At the annual meeting of the Wallasey Branch, held on November 5, it was stated that the sum of £71 had been secured for the Benevolent and Orphan Fund, and not from the Fund, as stated in the December issue of LOCAL GOVERNMENT SERVICE.

WALSALL

A satisfactory position was disclosed at the annual meeting of the Walsall Branch, held on November 30. The Executive Committee's report showed a continually increasing membership, and a lively interest in all departments. Mr. V. J. Moore, Director of Education, was elected president.

WEST CORNWALL

The annual meeting of the West Cornwall Branch was held at Camborne. Mr. Eddy (chairman), Camborne U.D.C., very kindly welcomed the members, who appreciated his interest in attending. The annual accounts, which showed the healthy state of the local branch, were approved. The committee was re-elected en bloc, together with the hon. solicitor, the hon. treasurer, and hon. secretary. A vote of thanks was accorded the hon. secretary for his efforts to increase the membership.

It was decided at the annual meeting of the West Cornwall Branch that general meetings should be held quarterly. The January meeting will be held at Falmouth. Members were informed that no "cuts" had actually taken place in the West Cornwall area, but one Council had the matter under consideration.

WEST MIDLAND

At the annual general meeting of the West Midland District Committee, held at the Town Hall, Hanley, Stoke-on-Trent, on December 12, a report was submitted regarding Ministry of Health Circular 1922, and the action taken by local authorities throughout the area. The

(Continued on page 353)



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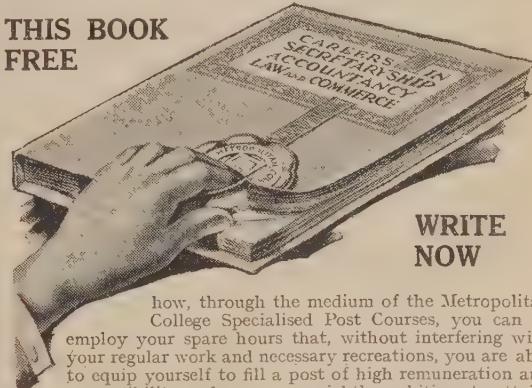
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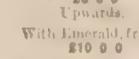
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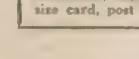
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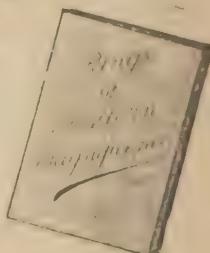
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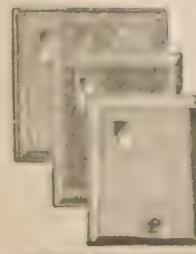
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SCOTTISH NEWS

BY THE D.O.S.

MOST of the annual meetings have now been held, and while we do not propose to go into detail about all the happenings, more or less formal, I should like to give some impressions of them. It will be better to take some according to date.

RENFREWSHIRE

The secretary's report showed an increased membership and an increase also in the subscribers to the B. & O. Fund. The branch is shortly to meet the Town Council with reference to the adoption of Graded Scales of salary.

ERTH

From the report it appears that membership of the branch remains much the same, but a number of applications for membership have been received from the county staffs. There is every reason why the branch should be strong, particularly where the county officials and staffs are concerned. Mr. A. M. Imrie, of Dundee, and the D.O.S. addressed the meeting.

DUMBARTONSHIRE

The annual report and financial statement, submitted at a well-attended meeting, showed that the membership and funds of the branch were practically the same as last year. Since the close of the year there had been an influx of members from the county staffs, and more were expected. The D.O.S. spoke of interviews with Clydebank Town Council and with the Economy Committee of the County Council in connection with salary cuts. It was agreed to address a further letter to Clydebank Town Council on the subject of the cuts. Mr. John A. Fraser was elected president, thus returning after four years an office which he formerly held for seven.

DINBURGH

The meeting was particularly well attended. The question of salary cuts is still much in dispute, there being some doubt as to the operation of the agreement entered into between the corporation and the Association on the subject. Mr. Macartney, the City Engineer, and retiring president of the branch, presided at the outset and later vacated the chair in favour of his successor, Mr. Thomas Bishop. A motion regarding the appointment of a branch secretary from outside the service was heavily defeated, and so also was a motion providing for limiting the tenure of office of the branch chairman.

LASGOW

The annual meeting was held on November 30. Mr. A. S. M. MacGregor, the Medical Officer of the city, president, occupied the chair. The annual report showed that there had been an increase in the membership of 164, also in the membership of the provident and approved societies. Several motions making necessary amendments on the rules of the branch, consequent on the changes which took place under the Local Government Act, were adopted.

STAFF MEETINGS

(Continued from page 343)

An organiser need not fear that the provision of material will be hard. Members will open with a short paper—about ten minutes is ample—and if it is arresting and dogmatic so much the better. The journals dealing with local government contain many provocative and informative articles, and one of these read aloud will make the audience realise how much more other folk know and what a wealth of untouched ground lies before the administrator of the future.

It should be borne in mind that the junior officers have to pursue a set course of study, and that they will resent any extension of the lecture system under which they already suffer. What they need, and what these meetings must seek to provide, is scope for discussion on a high plane.

The fault of modern evening and extension classes is that the students remain individuals; they part when the lectures are over and have no opportunity of arguing out points of vital interest. Discussions on the wider aspects of administration will relate many points which come to students in every technical branch, and also prevent them from getting wrapped up in their particular branch. Efficient office organisation and mechanical methods should serve as useful subjects on which the senior officers could profitably join in.

DUNDEE

Dundee does its N.A.L.G.O. work in a business-like fashion and its report reflected credit on the organisation. Discussion centred round a proposal to suspend the practice of paying out of the branch B. & O. Fund contributions on behalf of members who have not paid their subscription to the National B. & O. Fund.

LANARKSHIRE

An increase of 35 in the paid-up membership was reported at the annual meeting of the Lanarkshire Branch on December 9.

NORTH OF SCOTLAND

Meeting at Inverness, the North of Scotland Branch welcomed members from distant centres. Mr. G. Smith Laing, Town Clerk, presided and the report submitted by Mr. Stanley Wilson, the hon. secretary, showed a membership well maintained.

BRANCH AND DISTRICT NEWS

(Continued from page 350)

number of authorities who had decided not to make reductions in their officers' salaries was stated to be thirty-eight.

The annual report recorded considerable activity during the year. Mr. G. C. V. Carr was re-elected president, and in addition to the existing vice-presidents eligible for re-election, Mr. Frank Gee, Borough Treasurer of Shrewsbury, Mr. F. H. Harrod, Director of Education of Coventry, and Mr. V. J. Moore, Director of Education of Walsall, were elected vice-presidents. Mr. G. A. Stone, Local Taxation Officer, Worcester County Council, was elected chairman, Miss L. H. Wooldridge, Superintendent Health Visitor, Staffs. C.C., vice-chairman. Mr. J. E. Benton, Shrewsbury, was re-elected hon. treasurer, Mr. F. Olier, Stoke-on-Trent, hon. secretary, and Mr. H. N. Schrader, Smethwick, hon. sports secretary.

WEST SUFFOLK

The annual meeting of the West Suffolk Branch took place on November 28. Mr. L. G. H. Munsey, the Clerk of the County Council, took the chair. The D.O.S. gave a short address. Mr. W. Spencer, branch secretary, was re-elected representative on the Eastern District Committee, of which he has been chairman for the past year. At the conclusion of the meeting facilities were afforded for informal discussion.

WILTSHIRE

The Wilts County Branch of N.A.L.G.O. held its annual meeting at the County Offices, Trowbridge, on November 25.

Mr. E. W. H. Vallis, Deputy County Surveyor, the retiring president, said that the past year had been an outstanding one in many ways, and had brought out more than ever the value to the community of the local government officer. Mr. Vallis referred to the useful work done by the Executive Committee of the branch in connection with the question of national economy, and particularly with regard to the making of an offer of a voluntary deduction from salaries, which offer had been accepted by the Finance Committee of the Wilts County Council.

The following officers were appointed: Mr. Leonard Hussey, Public Assistance Officer, president; Mr. A. L. Hardy, vice-president; Mr. E. W. Morpew, hon. treasurer; Mr. L. W. Hobbs, hon. secretary; Mr. F. W. Chivers, hon. assistant secretary; Executive Committee: Messrs. W. E. Jones, P. W. Inglis, M. George, W. J. Rollett, D. J. Price, T. H. Lucas (County Offices, Trowbridge), W. D. Case (Westbury), E. Mould (Salisbury), R. H. Hudson (Trowbridge), Miss D. Harding (Melksham), Messrs. W. H. Liebow (Wootton Bassett) and J. Ruse (Devizes). Former presidents of the branch were invited to become ex-officio members of the committee.

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NALGO DIARY, 1932

One of the most useful diaries published is issued by the NALGO. Indispensable to all members of that organisation, it gives a complete record of NALGO activities, particulars of its various institutions, insurance, house purchase, benevolent and orphan funds, Croyde Bay bungalow camp which started very successfully last season, the correspondence institute and the summer school. It also contains a great deal of general reference matter which is of interest to all local government officials.

The diary is issued by NALGO, 24 Abingdon Street, Westminster, S.W.1, price 1s. 6d.

ALL-ELECTRIC RADIO

There was once a time when "ether searching" was practically the end-all and be-all of radio. Nowadays the majority of us install radio mainly for the entertainment value of the broadcast programme. Those whose means only run to the cheaper models—seeking good volume and perfect tone—will appreciate the all-electric receiver now on the market.

For these discriminating listeners, Philips have built a three-valve receiver which can be supplied to work off either A.C. or D.C. mains of any voltage. The valves employed are detector, L.F., and pentode, and a 4-pole balanced-armature loudspeaker is incorporated. There are sockets for a gramophone pick-up and an additional loudspeaker. In many parts of the country a good choice of foreign stations can be received.

Reproduction is of a high standard. Control is simple, and the set can be operated by a novice after a few minutes' instruction. Its appearance is ornamental and distinctive. The price of this model receiver—Philips 930A—is £13 15s. and it can be purchased over varying periods.

"LOCAL GOVERNMENT SERVICE"

Volume XIV

INDEX

The 1931 and 1932 issues of the official Journal will form one volume number, XIV. An Index to that volume will be published with the January, 1933, issue.

SOLUTIONS

CROSSWORD

SOLUTION No. 10

Across.—1. Cornflower. 9. Amalgam. 10. Realm. 11. Visitor. 13. Axial. 14. Asar. 16. Sachet. 19. Length. 20. Ahem. 22. Molar. 23. Satchel. 26. Orpah. 27. Engrave. 28. Cranberries.

Down.—2. Opals (Salop). 3. Night. 4. Lemurs. 5. Warfare. 6. Reading. 7. Harvest-moon. 9. Smallholder. 12. Oath. 15. Alma. 17. Caliper. 18. Earthen. 21. Essene. 24. Tiger. 25. Heave.

CHESS

SOLUTION TO PROBLEM No. 13

1. Q—Kt6, B x Q; 2. Kt x B ch, K—B3; 3. B—Q7. If 1. K—Q5; 2. Kt x B, K x R; 3. Q—Kt2. If 1. B x R; 2. Kt x P ch, K—Q5; 3. P—B6.

SOLUTION TO PROBLEM No. 13a

1. P—Q6, K—B3; 2. B—R4. If 1. K—B sq; 2. B—B5. If 1. K—K sq; 2. Q—K7. If 1. K—K3; 2. Q—B5.

SOLUTION TO END GAME No. 13

WHITE	BLACK
1. B—Kt2	.. .. K—B1
2. B—P sq	.. .. K
3. B—Kt1	.. .. K—Q1
4. B—Kt sq	.. .. K—B2
5. B—P sq	.. .. P x B
6. B—Kt2	.. ..
7. B—P sq	.. ..

AUCTION BRIDGE

By NEVILLE HOBSON

Complaints

I would like to raise one question which we have lost in our competition together with the general answer to it.

S. W. (N. and I.) are playing Bridge, and the following is a summary of their conversation during the bidding :—

S.: "Pass." W.: "One Spade." N.: "No Bid." E.: "No Bid." S.: "I see, partner, you are from 1 Bed and Hearts."

Competitors are asked to comment on the bidding and observations and to point out at what stage which call for criticism.

Answer: (a) S. should have said "No Bid" instead of "Pass," as the latter expression is inadvisable and players are generally instructed in the addendum to the laws of Auction Bridge under the heading of "Etiquette," to use the term "No Bid."

(b) The same memorandum dealing with "Etiquette" provides that "a player who has bid 1 at his turn should not to his mind bid 1 at his next turn as to the order of his play or call the attention of his partner to the score of the game."

2. S. deals and bids 1 No Trump, which is passed by the other players.

W. holds A, Q, J, 6, 2 of Diamonds. Which of these should he lead?

Answer: The correct lead is the Queen. 3. Under similar circumstances as the last, W., as first leader, decides to open from 6 Clubs consisting of K, Q, 9, 6, 3, 2.

Which should W. lead against the No Trump declaration?

Answer: Holding 6 of a suit, headed by the K, Q, the correct lead against No Trumps is the fourth highest. Had 7 Clubs been held, the King should have been led.

4. S. deals and bids 1 Spade, which is left in by the other players.

W. decides to open his Diamond suit, consisting of K, Q, 10, 9.

Which should he lead?

Answer: King.

5. S. bids 1 Spade. Both W. and N. pass. E. says "2 Hearts," and S. overbids with 2 Spades.

What should W. lead (with due regard to his partner's bid of 2 Hearts) from the following? S.: 10, 9, 4. H.: 5, 3, 2. D.: A, K, 9, Q, J, 7, 6, 3?

Answer: Before leading his highest Heart, W. should first play the King of Diamonds in order to show the Ace, and indicate a helpful return lead to his partner.

Awards: The first prize has been awarded to Miss M. Holman, 1a Grosvenor Avenue, Cheadle Sures.

The three additional prizes (two packs of "New Era" (concave) Playing Cards) go to Messrs. W. J. Heighs, Technical College, Fins Ham, E.6; R. E. Baxter, 79 St. Peter's Avenue, Kettering; and W. Ashton, 3, Prentiss Place, Witton, Blackburn—all of whom sent correct solutions, but whose entries were received after that of Miss Holman. Mr. I. Mossman just failed to secure full points.

In the next issue I propose to consider more fully the detailed answers recorded above.

OFFICIAL VACANCIES

Advertised in the *Municipal Journal* during December and still open for application at the time *Local Government Service* went to press. The last date for the receipt of applications is stated.

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SUNDERLAND (C.B.).—Parks Superintendent, Jan. 8. Apply H. Clever, Town Clerk, Town Hall, Sunderland.

1. H.M.C.B.—Surveyor, Jan. 8. Apply J. A. G. C. L. Wilson, Town Clerk, Town Hall, Leyton.

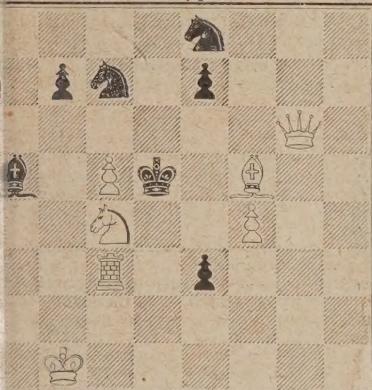
THE GAME OF CHESS

By ANSELMO LOPEZ

"Harmoniously uniting in itself the curious, the beautiful, the true, Chess appears to hold a permanent relation to innate susceptibilities of intelligence." — J. Mason.

PROBLEM No. 13—(by W. J. Wood)

Black—7 pieces



White—7 pieces

White to move and mate in three moves.

Here is a good game of Bogoljubow's in a recent tourney for the German championship. It is particularly worthy of notice:

WHITE	BLACK
1. P—Q4.	2. P—QB4.
2. Kt—KB3.	3. P—Q3.
4. P—K3.	5. Kt—Q2.
5. Kt—Q5.	6. B—Q3.
6. P x P.	7. P—K4.
7. Kt—QK5.	8. B—Q2.
8. B—Q3.	9. Q—K2.
9. Q—K3.	10. Q—K1.
10. Q—K2.	11. Castles (KR).
11. Kt x B.	12. Kt x B.
12. QR—B1.	13. QR—B1.
13. B—B3.	14. B—B3.
14. B—K5.	15. Kt—K5.
15. Kt—K5.	16. R—B2.
16. R—B2.	17. B x B.
17. B x B.	18. KR—B1.
18. Q x Kt.	19. Q x Kt.
19. Kt x Kt.	20. Kt x Kt.
20. Q—B7.	21. Q—B7.
21. Q—K5.	22. Q—K5.
22. R—B8.	23. R—B8.
23. R—B8.	24. R(B8)—B7.
24. R(B8)—B7.	25. P—KR4.
25. P—KR4.	26. R—K7.
26. R—K7.	27. R—B8.
27. R—B8.	Resigns.

another one of the monster Metropolitan matches was played at the St. Bride Institute on December 5. The parties were and Surrey, with 100 players on each side. first fifty boards counted for the Amboyena shield, the whole hundred for the Ebony Shield. They won in both divisions; in the first by games to 203, in the second by 60 games to 57. The players and results on the first ten boards are as follows:

SURREY	KENT
H. Golombok	R. Noel Johnson
R. P. Michell	O. C. Muller
R. J. Walker	J. C. Waterman
H. C. Griffiths	H. H. Cole
J. Butland	W. S. Shenton
L. Alexander	W. L. Butterley
G. Treskak	F. W. Chambers
B. H. Stronach	H. M. Lommer
G. A. Shootbridge	L. C. G. Dewing
G. A. Felce	E. Cordingley

in the somewhat similar encounter—Amboyena shield—between Middlesex and Surrey (also at the St. Bride Institute) with fifty boards. Middlesex won by 34 games to 16. Here is a note from this match, which has a very beautiful sh:

WHITE	BLACK
H. WARD (Surrey)	F. W. BOFF (Middlesex)
1. P—K4.	2. P—K4.
2. Kt—KB3	3. Kt—KB3
3. Kt x P	4. P—Q3
4. Kt—KB3	5. Kt x P
5. Kt—B3	6. P—Q4
6. Q—K2	7. B—K2
7. Kt x Kt	8. P x Kt
8. Q x P.	9. Castles
9. B—B4	10. Kt—B3
10. Castles.	11. Kt—R1
11. P—Q3	12. P—B4

WHITE	BLACK
12. Q—K2	13. Kt—K5
13. Kt—K5	14. Q x Kt.
14. Q x Kt.	15. Q—K2
15. Q—K2	16. Q—K4
16. Q—K4	17. K x P.
17. K x P.	18. Q—Q4
18. Q—Q4	19. Q—K3
19. Q—K3	20. Q—B2.
20. Q—B2.	21. Q—K3
21. Q—K3	22. R—B2
22. R—B2	23. K—B3.
23. K—B3.	24. Resigns.

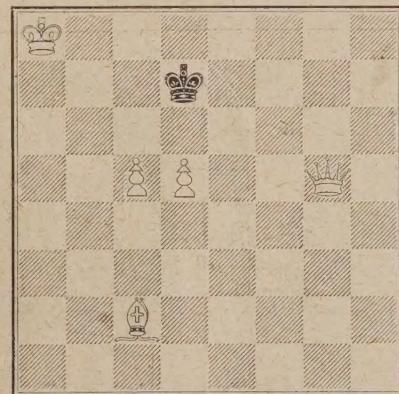
In a recent fifty-board friendly match between the Civil Service and Kent County, played at the Ministry of Health, the Civil Service won by 33 games to 17. The results on the first twelve boards were:

CIVIL SERVICE	KENT
B. H. Stronach	R. Noel Johnson
W. O. Woodfield	O. C. Muller
R. Coman	J. M. Reay
W. G. Crockett	F. N. Chambers
C. M. Cordingley	R. Schadelle
W. Henderson	R. Spitz
G. O. Pratt	C. V. Podger
W. S. Wallis	E. Coad Pryor
G. T. Womack	H. Storr Best
J. P. Goodfellow	G. Hanson
M. Robinson	H. Vine
W. H. Bailey	N. W. Ring

Another recent match of interest to L.G.S. readers (played in the First Division of the Civil Service and Municipal League) resulted as follows.

1. W. H. Kirk	2. C. Cordingley	3. R. Daly	4. H. J. Pearman	5. F. H. Jerram	6. R. J. Harrison	7. F. J. Fitzgerald	8. T. E. Davies	9. H. Polman	10. Dr. Maitland	R. Coman	A. R. Jefferies	J. V. Smart	H. G. Rogers	E. H. Skerrett	H. A. White	J. D. Davis	J. B. Wilson	F. H. Hill	W. J. Phelan
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PROBLEM No. 13a (by A. Corrias)
Black—1 piece



White—5 pieces
White to move and mate in two moves.

END GAME No. 13

White (5 pieces)—K on QR4, B on QR sq, Pawns on QB4, QKt3 and QKt5.

Black (5 pieces)—K on Q3, B on QR4, Pawns on QB4, QKt3 and QKt5.

White to play and win.

BRIEF BRILLIANCIES No. 13

Allgaier Gambit.

WHITE	BLACK
1. P—K4.	2. P—KB4
2. P—KB4	3. Kt—KB3
3. Kt—KB3	4. P—R4
4. P—R4	5. Kt—K5
5. Kt—K5	6. Kt x P
6. Kt x P	7. P—Q4
7. P—Q4	8. B x P.
8. B x P.	9. Kt—B3
9. Kt—B3	10. B—B4 ch
10. B—B4 ch	11. P—Q5
11. P—Q5	12. P—Q6 ch
12. P—Q6 ch	13. B x B ch
13. B x B ch	14. Q—Q3 ch
14. Q—Q3 ch	15. Kt x P ch
15. Kt x P ch	16. P—R5 ch
16. P—R5 ch	17. Q—KB5 mate.

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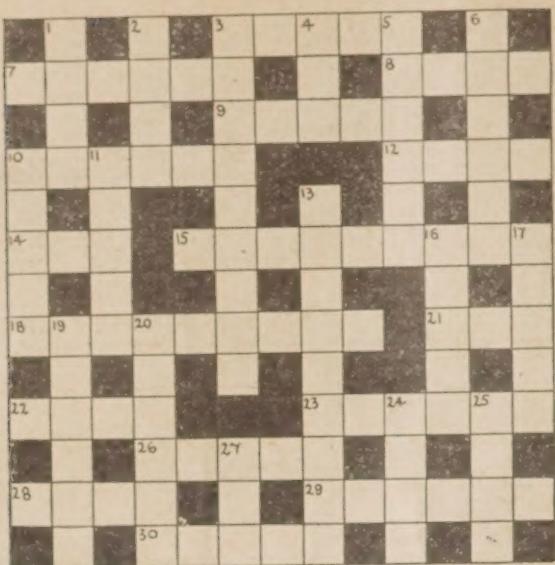
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OUR CROSS-WORD PUZZLE

No. 11



CLUES ACROSS

3. If I wanted to know all about what I used to carry, why didn't I look in myself.
 7. A mixed confection.
 8. A palindromic lady.
 9. A silky radius.
 10. Japanese worship.
 12. A backward manner that is ruin.
 14. Give this a French word for movement.

15. Decaying.
 18. Frame mint (anag.)
 21. Worn by infants.
 22. Refuse.
 23. A sea god.
 26. Oil-producing.
 28. This ace is great ill-luck.
 29. Spread out, though peace appears to have been upset in the end.
 30. Mother and an animal are evidently need to gather in large quantity.

CLUES DOWN

1. Good wine has no need for this.
 2. You will find a haunt of misery in this place.
 3. A deer-moor (anag.).
 4. A meadow.
 5. When they are called Thomas and Alice rise at once (hidden).
 6. To order with urgency though it sounds if it was a pleasure.
 10. Formal though sometimes referred to lifeless.
 11. To beg this is to make a learner.
 13. Titles of honour to be found on heights.
 16. To tinge deeply.
 17. Taunts.
 19. The larger this is, the more we are compelled to part with.
 20. I'm Amos (anag.).
 24. More than liable; in fact, it is absorbed.
 25. Vessels in which most people prefer not to be.
 27. To this you will find the poetic muse.

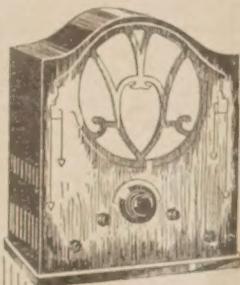
(Solution to Crossword No. 10 on page 354)

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Statement of Accounts

December 31st, 1931

LIABILITIES

	£
Paid-up Capital	14,248,012
Reserve Fund	11,500,000
Current, Deposit and other Accounts (including Profit Balance)	£359,158,995
Balances due to Affiliated Companies	361,952,395
Acceptances and Confirmed Credits	9,148,354
Engagements	10,073,925

ASSETS

Coin, Bank Notes and Balances with Bank of England	38,505,989
Balances with, and Cheques on other Banks	15,205,876
Money at Call and Short Notice	16,129,800
Investments at or under Market Value	42,190,262
Bills Discounted	57,132,250
Advances to Customers and other Accounts	197,637,464
Midland Bank Executor and Trustee Co., Ltd. : Loans on behalf of Clients	248,392
Belfast Banking Co., Ltd. :—Government of Northern Ireland Call Loan	1,800,000
Liabilities of Customers for Acceptances, Confirmed Credits and Engagements	19,222,279
Bank Premises at Head Office and Branches	9,584,861
Other Properties and work in progress for extension of the business	1,221,452
Shares in Yorkshire Penny Bank, Ltd.	750,000
Capital, Reserve and Undivided Profits of Belfast Banking Co., Ltd.	1,543,356
The Clydesdale Bank, Ltd.	2,990,462
North of Scotland Bank, Ltd.	2,373,191
Midland Bank Executor and Trustee Co., Ltd.	387,052

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